### **DEFENSE LOGISTICS AGENCY**

# FEDERAL AGENCY ANNUAL EQUAL EMPLOYMENT OPPORTUNITY STATUS REPORT

FOR PERIOD COVERING

OCTOBER 1, 2005 to SEPTEMBER 30, 2006



8725 JOHN J. KINGMAN ROAD, SUITE 1127 FORT BELVOIR, VIRGINIA 22060-6221

### Annual EEO Program Status Report Management Directive - 715 Defense Logistics Agency October 1, 2005 to September 30, 2006

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## Part 1

### EEOC FORM 715-01 PART A - D

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2005, to September 30, 2006.

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PART A	1. Agency	1. Department of Def	ense
Department or Agency	1.a. 2 <sup>nd</sup> level reporting component 1.a. Defense Logistic		Agency
Identifying Information	1.b. 3 <sup>rd</sup> level reporting component		
	1.c. 4 <sup>th</sup> level reporting component		
	2. Address	2. Defense Logistics / DLA Corporate EEG 8725 John J. Kingi	O Office, Room 1127
	3. City, State, Zip Code	3. Fort Belvoir, VA 2	2060
	4. CPDF Code 5. FIPS code(s)	4. DD07	5. 47900
PART B	Enter total number of permanent employees	full-time and part-time	1. 20,825
Total Employment			‡
empioyment	2. Enter total number of temporary	employees	2. 102
	3. Enter total number employees parappropriated funds	id from non-	3. Data Not Available
	4. TOTAL EMPLOYMENT [add lines B	1 through 3]	4. 20, 927
PART C	1. Head of Agency Official Title	1. Director	
Agency Official(s) Responsible	2. Agency Head Designee	2. Robert T. Dail, Lieu	tenant General, USA
For Oversight of EEO Program(s)	3. Principal EEO Director/Official Official Title/series/grade	3. Famia J. Magaña, Director of Equal Employment Opportunity, GS-260-15	
J (,	4. Title VII Affirmative EEO Program Official	4. Johnny R. McAfee Affirmative Employ	ment Program Manager, GS-260-13
	5. Section 501 Affirmative Action Program Official	5. Eric Spanbauer Disability Program I	Manager, GS-260-13
	6. Complaint Processing Program Manager	6. Brent G. Bailey Staff Director, EEO	Policy and Compliance, -260-14
	7. Other Responsible EEO Staff		

\*Note: Workforce statistics on this page are from DLA Workforce Analysis Tool (DWAT); other workforce statistics within this report may differ.

### EEOC FORM 715-01 PART A - D

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D	Subordi	nate (	Component and Location (City/State)		and FIPS odes
List of Subordinate Components Covered in This Report		ingto	tics Information Service n Avenue, North MI	DD07	12980
		ingto	lization and Marketing Service n Avenue, North MI	DD07	12980
		sion	bution Center Drive, Building 81 and, PA	DD07	25420
	Defense 700 Robl Philadelp	oins A		DD07	37980
		ferso	ly Center Richmond n Davis Highway	DD07	40060
	Defense P.O. Box Columbu	3990		DD07	18140
		ın J. I	rations Division Kingman Road, Room 1119 'A	DD07	47900
EEOC FORMS and Documents	Included Wit	h Thi	s Report		usuren et e e server som
*Executive Summary [FORM 7 PART E], that includes:	15-01	×	*Optional Annual Self-Assessment Cl Essential Elements [FORM 715-01PA	_	inst :
Brief paragraph describing agency's mission and miss functions		×	*EEO Plan To Attain the Essential Ele Program [FORM 715-01PART H] for e essential element requiring improver	each program	
Summary of results of age annual self-assessment ag 715 "Essential Elements"		x	*EEO Plan To Eliminate Identified Ba [FORM 715-01 PART I] for each identified		<b>.</b>
Summary of Analysis of We Profiles including net change and comparison to RCLF		×	*Special Program Plan for the Recruit Advancement of Individuals With Tar	geted Disab	ilities for

PART ]]

and comparison to RCLF

Summary of EEO Plan objectives

planned to eliminate identified

barriers or correct program

deficiencies

x \*Copy of Workforce Data Tables <u>as necessary</u> to support Executive Summary and/or EEO Plans

agencies with 1,000 or more employees [FORM 715-01

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- Summary of EEO Plan action items \*Copy of data from 462 Report as necessary to support implemented or accomplished action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues. \*Statement of Establishment of Х \*Copy of Facility Accessibility Survey results as necessary NA Continuing Equal Employment to support EEO Action Plan for building renovation projects Opportunity Programs [FORM 715-01 PART F]
- \*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements
  - \*Organizational Chart

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## Part 2

### U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

#### **DEFENSE LOGISTICS AGENCY**

For Period Covering October 1, 2005 to September 30, 2006.

#### **EXECUTIVE SUMMARY**

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DoD) Combat Support Agency. The DLA Director reports to the Under Secretary of Defense for Acquisition, Technology and Logistics through the Deputy Under Secretary of Defense (Logistics and Materiel Readiness). DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. DLA also provides logistics support to other DoD Components and Federal agencies, foreign governments, international organizations, and others as authorized. DLA's workforce is made up of over 20,000 civilian and military employees located in 48 states and 28 countries.

Equal Employment Opportunity (EEO) is recognized as an integral component of the DLA strategic mission. The Director, EEO and staff assist the Agency to address the lack of participation by members of minority groups, women, and individuals with disabilities, particularly in DLA's most populous occupations and leadership ranks, and establishes a process to sustain a diverse workforce.

In our Fiscal Year (FY) 2005 report, we stated that we performed the Agency Self-Assessment Measuring Essential Elements. The deficiencies were identified in the following Essential Elements: Management and Program Accountability; Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Proactive Prevention; Efficiency; and, Responsiveness and Legal Compliance. During FY 2006, the majority of these deficiencies were corrected or eliminated. This report will provide details on our accomplishments for those areas previously identified as deficient and will reflect that a significant number of these deficiencies have been corrected. Some of these deficiencies and action plans have been modified, and in remaining areas, there have been little to no progress made. DLA will continue to track and eliminate all identified deficiencies.

The program element that we identified as being the most deficient was Element E – Efficiency. The aforementioned analysis indicated that our lack of an automated discrimination complaint tracking tool and an automated workforce analysis tool had contributed greatly to the deficiencies in this element. Since the last report, we have deployed the DLA Workforce Analysis Tool (DWAT) and are now capable of analyzing and reporting all the required data tables. In FY 2006, the Agency also deployed an automated discrimination case management and information tracking tool (iComplaints). There was significant improvement in the Agency's processing time for issuing final agency decisions on EEO complaints, and the DLA Director, EEO delivered a "State of the Agency Briefing" during this reporting period. Therefore, this deficiency has been corrected and is no longer a barrier.

#### **Complaints Processing**

In FY 2005, DLA reported that the average processing days for final agency decisions were a barrier. This barrier no longer exists. During FY 2006 we conducted an inventory reduction initiative that dramatically improved the average processing time for issuing final agency decisions. Specifically, in FY 2006 the Agency's average processing days were reduced from 239.0 in FY 2005 to 178.55 days. Also, during FY 2006, the Agency deployed a complaint tracking system (iComplaints) which enables us to monitor the quality and timeliness of complaint processing at the field activity level.

#### **Alternative Dispute Resolution Program**

Through implementation of the DLA Alternative Dispute Resolution (ADR) Program for EEO disputes that is called "Reach Equitable Solutions Voluntarily and Easily (RESOLVE)," DLA has taken significant steps toward changing the way the Agency manages conflict. The RESOLVE Program strives to build a strong foundation for preventing destructive conflict in the Agency. When conflict occurs, the RESOLVE Program is instrumental in bringing it to a conclusion that all parties perceive as being fair and equitable. DLA's leadership understands that as a good business practice, resolving conflict early can help maintain or restore relationships both in the workplace and with users and recipients of DLA program services while at the same time avoiding the costs of litigation, administrative hearings, or investigations.

A review of DLA 462 Statistical Report for FY 2006 revealed that the participation in the ADR (RESOLVE) Program during the informal stage of the complaint process was only 28.1%. During the pre-complaint stage, only 77 individuals accepted ADR out of 274 offers to individuals. Pre-complaint processing data also revealed that the resolution rate declined from 80% in FY 2005 to 67.5% in FY 2006.

DLA's formal complaint ADR program activities were significantly better. Twenty-four of 27 complainants accepted ADR. The resolution rate for the complainants that participated in ADR during the formal stage was 88.8% (24 out of 27 cases were resolved). The resolution rate remained high for all cases that were referred through mediation.

In light of the low DLA participation rate for ADR (pre-complaint processing), the Agency will continue to seek ways to increase the resolution rate for complaints during the informal stage of the process. The DLA Corporate Leadership and field activities will also continue to encourage employees to utilize early dispute resolution programs through the new employee orientation, news media, "stand up meetings," etc.

### **Targeted Groups**

Consistent with a key element of a Model EEO Program (Integration of EEO Into The Agency's Strategic Mission), during this reporting period, the Director, DLA and senior leadership have integrated strategies, plans, objectives, and measures, and established milestones through the Balanced Scorecard Initiative to increase the participation rate<sup>1</sup> of the targeted groups. DLA seeks to increase and monitor the participation rate of African-American Men<sup>2</sup> and Women in DLA's Executive/Senior Level from their present rate of 4.87% and 2.65%, respectively to \*4.39% and \*5.79%.

The Agency is also seeking to maintain and monitor the participation rate of Women in First Level Officials/Manager positions (GS-12 and below) at or above \*50.52. During this reporting period the participation rate for women in these positions was 52.51%<sup>3</sup>; in Mid-Level Officials/Managers (GS-13 and 14) positions from 45.02% to \*50.42%; in Executive/Senior Level Officials/Managers (GS-15 and above) from 35.39% to \*50.42%; and in Craft Worker positions to from 2.94% to \*3.08%, respectively.

In those areas where the Agency has met or exceeded the established Relevant Civilian Labor Force (RCLF) for targeted groups, we shall continue to monitor and report our progress on an ongoing and continuous basis.

During FY 2006, DLA conducted and participated in a number of recruitment events as an effort to increase the participation rate of targeted groups in the workplace.

#### Women

During FY 2006, DLA made progress regarding the participation rate of women. In our last submission (FY 2005), we reported that women had a low participation rate at 41.61% in the overall DLA workforce. During FY 2006, the number of women in the DLA overall workforce remained unchanged at 41.61%.

<sup>&</sup>lt;sup>1</sup> \*Denotes the Relevant Civilian Labor Force (RCLF).

<sup>&</sup>lt;sup>2</sup> During this reporting period, the participation rate for African-American men has exceeded the RCLF.

<sup>&</sup>lt;sup>3</sup> During this reporting period, the participation rate for Women has exceeded the RCLF.

Women in the DLA workforce overall, however, remain slightly below the RCLF of 43.10%. See Table A1. In first level grades (GS-12 and below) women increased in participation from 31.89% to 52.51%, exceeding the participation rate in the RCLF of 50.42%. In mid-level positions (GS-13-14) women increased from 38.22% to 45.02% and are approaching adequate participation with the RCLF (50.42%). In Executive/Senior Levels (GS-15 and above) women increased from 32.78% to 35.39%. However, in this area, women remain below the RCLF of 50.42%. Women in Craft Worker positions decreased from 5.64% to 2.94%, which remains below the RCLF of 3.08%. Women in Laborer and Helper positions increased from 15.89% to 20.0% and still remain the RCLF of 15.63%. Women Service Workers increased from 4.94% to 7.45% and still remain below the RCLF of 11.77%. This plan will address the strategies that the Agency has and will further utilize to increase the diversity of the DLA workforce in these areas. The Agency's adapted strategies are stated below. See Table A3.

### **Hispanics/Latinos**

The participation rate of Hispanics in the DLA workforce increased slightly. The percentage of Hispanic/Latino males increased from 3.08% to 3.11%; Hispanic/Latino females decreased slightly from 1.55% to 1.52%. The participation rate of Hispanics/Latinos in the DLA workforce remains well below the RCLF percentage (5.36% males and 3.67% females). See Table A1. DLA also continues to lag in terms of an adequate participation rate of Hispanics in the mid level (GS-13-14). During FY 2006, the percentage of Hispanic/Latino males increased from 1.50% to 2.0%; Hispanic/Latino females also increased slightly from .88% to 1.09%; in the Executive/Senior (GS-15 and above) Levels, the participation rate of Hispanic/Latino males decreased from 1.34% to .88%; Hispanic/Latino female participation rate increased slightly from 1.00% to 1.33%. See Table A3.

Hispanics continue to have a low participation rate in nearly all of DLA's major occupations/series including 1102, 301, (6907 for Hispanic females), 2210, 2005, and (2010 for Hispanic males). See Table A6. A review of DLA workforce changes reflected that DLA did not suffer any significant net loss of Hispanic men or women (0.03% and -0.03%, respectively) as compared to FY 2005<sup>4</sup>. Hispanics in the DLA workforce continue to participate primarily in Laborer (7.41% males and 1.76% females), Operatives (6.60% males), Craft Worker (4.4% males), and Service Worker occupations (3.85% males). See Table A3.

To address these concerns, the Agency presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HISs), Hispanic organizations, advocacy groups, and Hispanic professional organizations.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups that have a low participation rate. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre works closely with the Corporate EEO Office.

### **Black or African Americans**

During FY 2006, there were no significant accomplishments in this area. The participation rate of Black or African-American males in the DLA's Executive/Senior Level Occupational Category increased from 3.34% during FY 2005 to 4.87% in FY 2006. The African American female participation rate decreased from 4.35% to 2.65% in senior level positions, below the RCLF (5.97%) (See Table A3). The participation rate of Black/African-Americans in the DLA Executive/Senior Level workforce also remained below their participation rate in the DLA workforce (11.11% male and 12.05% female). Consequently, we shall continue to monitor this category until the participation rate of African-Americans in Executive/Senior Level positions is consistent with the RCLF or has exceeded the Agency's internal objectives. Until such time that we identify a trend in the reversal of the participation rate in this area, we shall continue to report this as being a barrier.

The participation rate of African-American males in the overall DLA workforce increased from 10.91% to 11.11% as of September 30, 2006. Alternately, during these same period African-American females in the overall workforce increased slightly from 11.99% to 12.05% as of September 30, 2006. See Table A1. This

<sup>&</sup>lt;sup>4</sup> The net loss of Hispanics in FY 2005 exceeded the participation rate of Hispanics in the DLA workforce of 4.63%.

plan will address the strategies that the Agency has initiated and will further utilize to increase the diversity of the DLA workforce in these areas. See also Table A3.

### Disability

The employment of individuals with disabilities was identified as a problem area. Due to the lack of a workforce analysis tool, we were unable to fully review our recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities. This barrier has been eliminated. During FY 2006, the DLA Workforce Analysis Tool was deployed, and the Agency's EEO Office is now able to monitor all targeted group workforce fluctuations.

During FY 2006, the participation rate of targeted disabled employees decreased slightly from 2.0% to 1.96%. DLA still remains below the established goal of 3.0%. Agency-responsible officials will continue their ongoing efforts through utilization of the Workforce Recruitment Program (WRP) for college students with disabilities and the DLA Corporate Intern Program. DLA responsible officials will continue to work with all available resources towards progress in this area. In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans have been promoted and continued where already in place. DLA provided four recruiters to work with the Department of Labor in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the Nation, and will do so again for the next fiscal year. During FY 2006, DLA hired 33 WRP students as compared to 34 in FY 2005. Eleven students with targeted disabilities out of 33 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of 2 permanent hires with reportable disabilities. Our employment statistics have not increased measurably despite the success of WRP. The DLA Disability Program Manager and the DLA Recruiter work together at job fairs targeted to people with disabilities, and the Disability Program Manager participates at conferences as a panel member and as a presenter. See Part 7 (EEOC Form J) for more details.

### **Employee Recognition and Awards**

FY 2006 data revealed that overall, minority groups and individuals with targeted disabilities continue to lag in recognition and awards. Our previously expressed concern was that some targeted groups were not receiving the number and amounts of time off and monetary awards that were reflective of their participation rate in the workforce. Specifically, during our last submission we stated that although Hispanics or Latinos participation rate in the DLA workforce was at 3.11% males and 1.53% females, they had received less time off awards than their participation rate in the workforce.

Hispanic/Latino employees faired much better in receiving cash awards during FY 2006 than during the last reporting period. In summary, during this reporting period, Hispanic/Latino employees received 2.38% (males) and 1.62% (females) of time off awards (1-9 hours); 1.95% male and 1.20% female for time off awards (9 +) hours. See Table A13.

With regard to cash awards (\$500.00 and under), Hispanic/Latino male employees received 5.14% and females received 1.77%; for cash awards (\$500.00 and up), they received 2.40% males and 1.49% females. For quality step increases, Hispanic/Latino employees received 2.01% males and 2.01% females. See Table A13.

Contrary to our last submission where we reported that Black or African-American males received fewer time off awards (1-9 hours) than their participation rate in the DLA workforce, during FY 2006 this disparity was not evident. During FY 2006, Black or African-American male participation rate was at 11.11%, and they received 11.79% of time off awards (1-9 hours). Black males, however, received 7.63% of time off awards (9+ hours). African-American males also received only 7.68% of cash awards (\$500.00 and up); and only 5.68% of quality step increases. See Tables A1 and A13.

Individuals with targeted disabilities compose 1.96% of the DLA workforce, yet they received only 01.50% of time-off awards for (9+ hours); 01.42% of cash awards (\$500.00 and up); and 00.73% of quality step increases. Inasmuch as the Agency has deployed an aforementioned workforce analysis tool, we shall closely monitor this area for significant trends and will identify any barriers to equal employment opportunities in our next report submission. See Table B13.

### Net Changes in the Workforce by Race/Ethnicity, Sex and Disabilities

A review of the overall net changes in the DLA workforce during FY 2006 (all employees) revealed that the DLA workforce continued to decrease. Specifically, the total workforce decreased by ~232 for a net change of ~1.10%. Male employees decreased overall by 119 for a net change of ~0.96%; females decreased by 113 for a net change of ~1.28%; Hispanic/Latino males did not decrease at all and remained at 3.11% in the DLA workforce; Hispanic/Latino females participation rate decreased only slightly to ~0.3%; White males decreased by ~1.39%; White females decreased by ~1.81%; Black/African-American male participation rate did not decrease at all and remained at 11.11% of the workforce; Black/African-American females decreased slightly by ~0.63%; Asian males decreased by ~8.10%; Asian females did not decrease and remained at 1.02% of the workforce, and there were no net changes in the participation rate of Native Hawaiian/Pacific Islander males (0.19%), Asian females (0.10%), American Indian/Alaskan Native males (0.63%), and American Indian/Alaska Native females (0.44%). See Table A1. Also, there was a loss of ~27 targeted disabled employees during FY 2006, for a net change of ~6.16%. Please refer to Part J of this report for more detailed information. See Table B1.

### Summary of EEO Plan action Items Implemented or Accomplished

In our FY 2005 Program Status Report, we identified several deficient areas and submitted plans of action for correcting these deficiencies. These specific areas and actions taken to correct these deficiencies were as follows:

### Essential Element A – Demonstrated Commitment from Agency, Leadership. Compliance Indicator 1 - EEO Policy Statements are up-to-date.

DLA subordinate Directors and Commanders are constantly issuing EEO policy letters in activity workplaces and have also posted the EEO policies on their respective Agency Web sites. Inasmuch as HQ DLA Leadership continually changes, the Field Activity EEO Office's are very diligent in continually updating and staffing EEO policy letters whenever there is a change of command. This planned activity has been partially met. More specifically, we accomplished our planned activities for EEO staff to meet with the appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual by June 30, 2006. During FY 2006, the EEO Office's Chief, Policy and Compliance met with Human Resources personnel where an agreement was reached that the Agency's EEO policy would be co-opted into New Supervisory Training. We did not accomplish the planned activity to develop a method to inform all employees of the location of the EEO Internet Web site where the policies are posted by July 30, 2006. However, during FY 2007, all DLA employees will be advised of the Internet location of EEO policies through all available media (See EEOC Form H).

### Essential Element A - Compliance Indicator 3 - Agency's EEO policy is vigorously enforced by Agency management.

In our last submission, the deficiency identified was that the DLA Reasonable Accommodation Procedures were not updated and published. This program deficiency is still not corrected. The DLA reasonable accommodation procedures, however, have been drafted and are presently being staffed. Once the procedures have been finalized, the workforce will be informed of the new procedures via written communication; HQC Messenger; DLA Today and Tomorrow (Internet Web site) and posted in the "One Book." The One Book is a user-friendly, Web-based corporate repository for the policies and procedures of DLA's business processes. It is recognized by all employees of the Agency's single place to go for policy, information, and overall assistance in performing DLA work. The One Book supports the DLA Enterprise objectives through the application of consistent processes, which is a best-business practice.

### Essential Element B - Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 2.

A program deficiency that was identified is where EEO Officials are not consistently involved in the deliberations of decisions regarding Agency recruitment strategies, vacancy projections, succession planning, and/or other major workforce changes that might impact specific groups. Our stated objective was for the Director of EEO to deliver a "State of the Agency Briefing" annually and to become more involved in Human Resource decisions that have a long-term impact on equal opportunity of employees within DLA. This deficiency has been corrected. The Director of EEO was able to deliver a "State of the Agency" briefing to the DLA Director in the form of a "desk side briefing." The EEO staff members have active membership and support in DLA working groups including the Enterprise

Leader Development Program (ELDP) Working Group; and the DLA Leadership Council. The EEO staff provided input and support to the DLA Strategic Management System (SMS) by participating in the SMS Planners Group Meetings, Balanced Scorecard, and Planning Conferences, and conducted a review of SMS planning documents and provided feedback.

### Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 3 – and Compliance Indicator 4.

There are no current identified barriers in this program area. As we have previously stated, EEO Office staff are presently members of the DLA Strategic Review Group (SRG) and have been active participants in the development and monitoring of the Agency Strategic Plan and Balanced Scorecard Initiatives.

Essential Element E – Efficiency Compliance Indicator 6 – The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

The program deficiency identified was that sufficiency reviews of various parts of the EEO complaint process are performed by the same functional unit that handles Agency participation rate in EEO complaints at some Agency Field Activity locations. Our stated objective was to evaluate the Agency's need to ensure that the Office of General Counsel of the Agency/Field Activities and/or offices with competing interests do not have oversight of the Agency's EEO program or aspects of it. This deficiency has also been eliminated. During this reporting period, the DLA Corporate EEO Office required all FAs to conduct and submit Program Self Assessments. There were no problems identified in this area.

### Essential Element F - Responsiveness and Legal Compliance. Compliance Indicator 3 - Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

In FY 2005, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency have not been corrected. Due to Agency budgetary constraints that were imposed during FY 2006, the Corporate EEO staff were/are unable to follow through on the planned on-site program evaluations related to this element. Consequently, this action will not be accomplished until sometime during FY 2008. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

## Part 3

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

### CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Famia J. Magana (GS-260-15), am the Director of Equal Employment Opportunity for the Defense Logistics Agency.

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was or will be conducted at a later date. As appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Date 2/23/07

Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO

MD-715

Date

Signature of Agency Head or Agency Head Designee

MAR 0 7 2007

## Part 4

### U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 1 - EEO Policy Statements are up-to-date.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Continuance of issuing policy statements at the change of Agency Head; lacking consistent method to inform new supervisors/employees of Agency EEO Policy Statements or directing them to their location on the DLA Web site.
OBJECTIVE:	To update current EEO Policy statements annually and develop method of informing new employees and new supervisors.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	11/01/06
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/30/07

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a method to inform all employees of location EEO Internet Web site where the policies are posted by July 30, 2007 (See Executive Summary).	7/30/07

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In our last submission, we stated that our planned activities were for EEO staff to meet with the appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual by June 30, 2006. This portion of our objective was accomplished. However, we also stated that a planned activity was to develop a method to inform all employees of location EEO Internet Web site where the policies are posted by July 30, 2006. These planned activities were not fully accomplished during this reporting period. As a result, we will revisit this action during FY 2007.

### EEOC FORM 715-01 PART H U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

### Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 2 - Agency EEO policy is vigorously enforced by Agency management.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DLA Reasonable Accommodation Procedures are not updated and published. Plan to inform workforce and train managers needs to be developed.
OBJECTIVE:	To finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and managers/supervisors understand their responsibilities under the new procedures.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers; DLA Training Center Officials
DATE OBJECTIVE INITIATED:	1/31/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/07

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Inform workforce of new procedures via written communication; HQ     Messenger; DLA Today and Tomorrow.	6/30/07
2. Conduct local seminars/discussions with all segments of DLA workforce.	6/30/07 - 12/30/07
3. Incorporate the new procedures into the DLA Supervisory Training Course.	12/30/07

### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

We previously stated that a deficiency existed in that DLA Reasonable Accommodation Procedures were not updated and published. We also stated that a plan to inform the workforce and train managers needed to be developed. As an objective, we were to finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and that managers/supervisors understood their responsibilities under the new procedures. This program deficiency has been partially corrected.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

### Essential Element F - Responsiveness and Legal Compliance

Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Agency personnel* working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility.  (*Agency personnel can be from the legal, EEO, human resources functions, as well as managers.)
OBJECTIVE:	Evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers
DATE OBJECTIVE INITIATED:	1/31/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<ol> <li>Determine if formal training exists for this aspect of EEO complaint processing; determine if internal development would be advantageous.</li> </ol>	9/30/07
2. Determine if the Agency's compliance processing time can be evaluated through the use of iComplaints.	9/30/07
3. Determine if a change in Agency performance standards/evaluations would impact the efficiency of the Agency's compliance efforts.	9/30/07

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2005, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency are still pending completion. We plan to follow through with this initiative during FY 2007.

## Part 5

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

### FY 2006 Defense Logistics Agency

#### Barrier 1

### STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

#### **BARRIER ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of the number of disabled employees we have hired each fiscal year since October 2000; a review of the number of applications received through the Agency's Automated Staffing Program (ASP), in other words, the number of opportunities managers had to select people with disabilities; a count of the number of unsolicited applications received from disabled people interested in working for the Defense Logistics Agency.

A review of our statistics on employment of people with disabilities indicates that although

we are at the Department of Defense goal of 2% for the employment of targeted disabled people, we have not achieved our own goal of 3%. Additionally, DLA has not come close

accordance with Executive Order 13163, Increasing the Opportunity for Individuals with

to hiring the 1,536 disabled employees it planned to hire by the end of FY 2005 in

Disabilities to be Employed in the Federal Government (July 26, 2000).

### STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

This barrier has been partially eliminated. DLA deployed DWAT during FY 2006 (See Executive Summary). Although a complete trend analysis in terms of cause and effect have not been completed, based upon the existing statistical condition only it would appear that some of the barriers that may exist with regard to this area are as follows:

- 1. There is an unwillingness to utilize hiring flexibility on the part of Agency managers and supervisors.
- 2. Lack of applicants.
- 3. Budgetary Constraints.
- 4. Attitudinal Barriers.
- 5. Institutional Barriers.
- 6. Systemic Barriers.

**OBJECTIVE:** State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

Improve the participation rate of people with targeted disabilities from 2% to 3% of the workforce through enhancement of recruitment and retention efforts by FY 2013. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at these meetings and plans, and actions are being undertaken to have this issue fully addressed by the end of FY 2013. See Form J of this report.

### RESPONSIBLE OFFICIAL:

Director of Human Resources; Director of Equal Employment Opportunity

### DATE OBJECTIVE INITIATED:

April 1, 2005

### TARGET DATE FOR COMPLETION OF OBJ.

September 30, 2007

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Planned activities to be developed during FY 2007; see objective above.	September 30, 2006 and Continuing	

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. Also, the Career Intern Program (CIP), Corporate recruiters, working groups, etc., will all be engaged to assist advancements in this critical area.

For more specific information, please refer to Part J of this report.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

	FY 2006 Defense Logistics Agency			
Barrier 2				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of our statistics regarding employment of Hispanic people indicates that DLA has not made progress in this area.			
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The Agency reviews its Hispanic Employment statistics, in the four grade groupings reported to EEOC in previous Affirmative Employment Reports, on a quarterly basis.			
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This barrier has been partially eliminated. Specifically, as previously mentioned in the Executive Summary of this report, DLA deployed a workforce analysis tool during FY 2006, and we now conduct thorough and complete workforce analysis of all targeted groups. However, the overall issue of a lack of diversity in this area remains a concern.			
<b>OBJECTIVE:</b> State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	To improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at these meetings, and plans and actions are being undertaken to have this issue fully addressed by the end of FY 2007.			
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity			
DATE OBJECTIVE	April 1, 2005			

September 30, 2006 (ongoing and continuous).

INITIATED:

TARGET DATE FOR COMPLETION OF OBJECTIVE:

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007 and Continuing

### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups, and Hispanic professional organizations.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre will work closely with the Corporate EEO Office. The Career Intern Program (CIP) Managers, Corporate recruiters, working groups, Hispanic Employment Program Managers, Coordinators, etc., will all be engaged to assist in increasing the diversity of the Agency in this critical area.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

### FY 2006 Defense Logistics Agency

#### Barrier 3

### STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

A review of our available statistics regarding employment of Black/African-American people indicates that DLA has not obtained diverse participation of this group in the Senior Executive Service and in operative occupations.

This condition was recognized as a barrier through a review/analysis of available workforce statistics.

#### **BARRIER ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition. This barrier is modified. DLA deployed DWAT during FY 2006. See Executive Summary.

### STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

To increase the participation rate of Black/African-American Men and Women in DLA's Executive/Senior Level to approximately 3.34% and 4.35%, respectively.

**OBJECTIVE:** State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre will work closely with the Corporate EEO Office.

Director of Human Resources; Director of Equal Employment Opportunity

### RESPONSIBLE OFFICIAL:

### DATE OBJECTIVE INITIATED:

January 1, 2006

## TARGET DATE FOR COMPLETION OF OBJECTIVE:

September 30, 2007 (ongoing and continuous).

### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007
Increase the number of Black or African-American's in the Executive/Senior Level.	

### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has been partially eliminated and is modified. Specifically, efforts to increase the number of Black or African-American's in the Executive/Senior Level have not been successful. The participation rate of Black/African-Americans in the DLA Executive/Senior Level workforce also remained below their participation rate in the DLA workforce (11.11% male and 12.05% female). Consequently, we shall continue to monitor this category until the participation rate of African-Americans in Executive/Senior Level positions is consistent with the RCLF or has exceeded the Agency's internal objectives. Until such time that we identify a trend in the reversal of the participation rate in this area, we shall continue to report this as being a barrier.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

### FY 2006 Defense Logistics Agency

#### Barrier 4

### STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

Women have a low participation rate in the workforce in several areas including first-level grades (GS-12 and below); Executive/Senior Level (GS-15 and above); as Craft Workers; Laborers and Helpers; and as Service Workers.

This condition was recognized as a barrier through a review/analysis of available workforce statistics.

### BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

Prior to this submission, we could not conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool. See Executive Summary.

### STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

This barrier is modified. DLA deployed DWAT during FY 2006. See Executive Summary.

**OBJECTIVE:** State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

To increase the participation rate of Women in First-Level Officials/Manager positions (GS-12 and below) to 46.80%; and in Mid-Level Officials/Managers positions (GS-13-14); and in Executive/Senior-Level officials/Managers positions (GS-15 and above); and in Craft Worker positions, respectively.

### RESPONSIBLE OFFICIAL:

Director of Human Resources; Director of Equal Employment Opportunity

### DATE OBJECTIVE INITIATED:

January 1, 2006

## TARGET DATE FOR COMPLETION OF OBJECTIVE:

September 30, 2007 (ongoing and continuous).

### 715-01 PART I

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007
Increase the participation rate of women in first-level grades (GS-12 and below); Craft Workers Laborers and Helpers; Service Workers; and Executive/Senior Level (GS-15 and above).	,

### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has also been partially eliminated and is modified. Specifically, efforts to increase the number of women in first-level grades (GS-12 and below); Craft Workers; Laborers and Helpers; Service Workers; and Executive/Senior Level (GS-15 and above) have been somewhat successful. During FY 2006, the Agency increased the participation rate of this targeted group (See Executive Summary). However, it is in our view that we must remain vigilant in monitoring this area because the successes realized during this reporting period may be tentative. Therefore, we shall continue to identify this program area as a barrier until such time we are assured that the participation rate of this targeted group in the DLA workforce has been "stabilized" and/or consistent.

The Corporate EEO Office funded and directed the planning, development, and execution of the 2006 DLA Program for Developing Managers. The Program for developing managers is managed under the auspices of the Federal Women's Program. It is a competitive 4-week in-residence training Program that has been designed to increase the competitiveness for women into leadership positions in DLA. During FY 2006, 15 DLA employees (14 of which were females) in GS-12 and above positions completed this training and are now far better able to compete for senior or leadership positions.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

### Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

-	PARTI	1. Agency	1. Department of Defense
-	Department or Agency	1.a. 2 Level Component	1.a. Defense Logistics Agency
	Information	1.b. 3 Level or lower	1.b.

PART II	Enter Actual Number at the	Beginnin	g of FY 06.	End o	f FY 06.		Net Change			
Employment Trend and		Number	%	Number	%	Number	%			
Special Recruitment	Total Work Force	21,159	100.00%	20,927	100.00%	-232	-01.10%			
for Individuals	Reportable Disability	1,422	06.72%	1,438	06.87%	16	01.13%			
With Targeted	Targeted Disability*	438	02.07%	411	01.96%	-27 -06.16%				
Disabilities	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of A Targeted Disabilities				/ith		***			
	Total Number of Studening the reporting p	elections o			Disabilities		14			
		referred to th	ne DLA's Job A	nnouncement	Web site. No		ries from outside applicants with from official applications submitted			

PART III Participation Ra	tes In Agency En	nployment Prog	rams		, , , , , , , , , , , , , , , , , , , ,			***************************************	
Other Employment/Personnel	TOTAL	L Reportable Disability		Targeted I	Disability	Not Ide	ntified	No Disab	ility
Programs		#	%	#	%	#	%	#	%
Competitive     Promotions	1,445	92	06.37%	20	01.38%	37	02.56%	1,296	89.69%
Non-Competitive     Promotions	744	47	06.32%	10	01.34%	29	03.90%	658	88.44%
5. Employee Career Development Programs							0.0000000000000000000000000000000000000		egazez a
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	48,587	3,633	07.47%	674	01.39%	1,548	03.18%	42,732	87.94%
6.b. Cash Awards (total \$\$\$ awarded)	\$21,712,791	\$1,221,261	05.62%	\$275,082	01.25%	\$524,873	02.41%	\$19,691,575	91.9%
6.c. Quality-Step Increase	546	37	06.78%	4	00.73%	22	04.03%	483	88,46%

EEOC FORM 715-01	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part J Part IV  Identification and Elimination of	DLA has identified the employment of people with disabilities as a high interest area. Also, the previously identified barrier of the Agency being unable to conduct a thorough workforce analysis has been eliminated. The Agency deployed a workforce analysis tool during FY 2006.
Part V  Goals for Targeted Disabilities	In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans will be promoted and continued where already in place. For example, DLA provided four recruiters to work with the Department of Labor to participate in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the Nation, and will do so again for the next fiscal year. During FY 2006, DLA hired 33 WRP students as compared to 34 in FY 2006. Eleven students with targeted disabilities out of 33 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of 2 permanent hires with reportable disabilities.  Our employment statistics have not increased measurably despite with the success of WRP and the Secretary of Defense's Best Mid-Sized Component trophy for achievement in employment of people with disabilities to DLA for the fifth consecutive year and the ninth time since the award's inception in 1993. The Agency's targeted disabilities participation rate continue to decline and need to be reversed. At the present 1.96% rate, the Agency will need to hire approximately 240 individuals with targeted disabilities in order to reach the DLA's 3% goal, which is above the Department of Defense's 2% goal for all Components. In December 2005, DLA updated its Strategic Plan to achieve the participation rate of targeted disabilities to 3% by FY 2013.  The Agency achieved the goal to deploy the DLA Workforce Analysis Tool in FY 2006. Although some technical issues were encountered, EEO continues to partner with the appropriate Human Resources staff, and develop in-depth plans and goals for the coming years which will be a part of the DLA 2007 Federal Agency Annual EEO Program Status Report. In cooperation with HR, the EEO staff will participate in informing supervisors and managers of opportunities available and provide ongoing training on subjects such as the newly Revised Schedule A

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency		REPORTING P	ERIOD: I					
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		b. STAFF RECEIVING 8 OR MORE			<u> </u>	ļ <u>.</u>		
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	····	EXPERIENCED STAFF	0	0	0	0	0	0
		c. STAFF RECEIVING NO	0	0	0	<del>                                     </del>		ļ
		TRAINING AT ALL	61	2	0	<u> </u>	0	0
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		GIVEN TO NEW STAFF	7	0	0	0	0	-
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FOTAL ISSUES BY BASES	-	-	89	15	Ŧ	7	40	22	æ	7	4	0	42	80	જ્			
TOTAL COMPLAINTS PLED BY BASES TOTAL COMPLAINANTS BY BASES	-	-	8 %	9	===	70	82	9	25	20	<b>+</b>	+	36	7	92			
EEOC FORM 460 (REVISED, RIME 2006)			5		1	7	48	四四四	7	7	4	0	33	2	23			

EEOC FORM 462 (REVISED JUNE 2005)

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Defense Logistics Agency 2006 REPORTING PERIOD: FY PART V - SUMMARY OF CLOSURES BY STATUTE A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.) 1. TITLE VII 43 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA) 25 3. REHABILITATION ACT 2 4. EQUAL PAY ACT (EPA) B. TOTAL BY STATUTES 159 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A2+A3+A4) PART VI - SUMMARY OF CLOSURES BY CATEGORY TOTAL. TOTAL AVERAGE NUMBER DAYS DAYS A. TOTAL NUMBER OF CLOSURES (1+2+3)105 35165 334.90 80.75 8 646 1. WITHDRAWALS 7 607 86.71 a. NON-ADR WITHDRAWALS 1 39.00 b. ADR WITHDRAWALS 30 7038 234.60 2. SETTLEMENTS 12 5390 449.17 a. NON-ADR SETTLEMENTS 18 1648 91.56 b. ADR SETTLEMENTS 67 27481 410.16 3. FINAL AGENCY DECISIONS (B+C) 44 15365 B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)448.00 448 1. FINDING DISCRIMINATION 32 13900 434.38 2. FINDING NO DISCRIMINATION 11 1017 92.45 3. DISMISSAL OF COMPLAINTS 23 12116 C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)23 12116 1. AJ DECISION FULLY IMPLEMENTED (a+b) 0 0 0.00 (a) FINDING DISCRIMINATION 21 11713 557.76 (b) FINDING NO DISCRIMINATION 2 403 201.50 (c) DISMISSAL OF COMPLAINTS 0 0 2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c) 0 0 0.00 (a) FINDING DISCRIMINATION (i+ii+iii) 0 0 0.00 i. AGENCY APPEALED FINDING BUT NOT REMEDY 0 0 ii. AGENCY APPEALED REMEDY BUT NOT FINDING 0.00 0 0 0.00 **iii. AGENCY APPEALED BOTH FINDING AND REMEDY** 0 0 0.00 (b) FINDING NO DISCRIMINATION

(c) DISMISSAL OF COMPLAINTS

0.00

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency			PERIOD: FY	2006
PART VI - SUMMARY OF CLOSURE	S BY CATE	GORY (C	ontinued)	
		TOTAL	TOTAL	AVERAGE
		NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	(1+2+3)	33	5892	178.55
1. COMPLAINANT RÉQUESTED IMMEDIATE FAD	(1a+1b)	15	2621	174.73
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		2	79	39.50
b.AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		13	2542	195.54
2. COMPLAINANT DID NOT ELECT HEARING OR FAD	(2a+2b)	12	3271	272.58
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		1	56	56.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION P	ERIOD	11	3215	292.27
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION	(3a+3b)	6	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSU	ANCE	6	0.	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR I	FAD ISSUANCE	0	0	0.00

### PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE

DORING FORWAL COMPERINT STAGE		,
		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	31	Barbara da ser da s Barbara da ser da s
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	10	\$ 123614.76
1. BACK PAY/FRONT PAY	3	\$ 16764.76
2. LUMP SUM PAYMENT	8	\$ 97950.00
3. COMPENSATORY DAMAGES	1	\$ 8900.00
C. CLOSURES WITH ATTORNEY'S FEES AND COSTS	9	\$ 42047.50
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	17	\$ 165662.26
E. CLOSURES WITH NON-MONETARY BENEFITS	19	Barta Assar a Bartan San San S
F. TYPES OF CORRECTIVE ACTION	NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
	WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	2	0
a. RETROACTIVE	2	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	1	4
a. RESCINDED	1	3
b. MODIFIED	0	1
4. REINSTATEMENT	1	1
5. REASSIGNMENT	1	3
6. PERFORMANCE EVALUATION MODIFIED	1	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
8. ACCOMMODATION	0	3
9. TRAINING/TUITION/ETC.	1	7
10. LEAVE RESTORED	4	1
11. Priority Consideration; (DDC) Performance Award	0	1
12. (DDC) Performance Award	0	0
13.	0	0

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY	OR DEPART	MENT: Defens	se Logistics Agend	CV R

REPORTING PERIOD: FY 2006

### PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
(1+2+3+4)	134	40753	a sandani eza e	
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	5	945	189.00	593
2. COMPLAINTS PENDING IN INVESTIGATION	71	11063	155.82	342
3. COMPLAINTS PENDING IN HEARINGS	40	20141	503.53	1103
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	18	8604	478.00	1811

### PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

				******
	ke kali kalandara da	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	40	8354	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	40	8354	208.85
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		18	2991	166.17
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	***************************************	21	4843	230.62
1. TIMELY COMPLETED INVESTIGATIONS		11	2297	208.82
2. UNTIMELY COMPLETED INVESTIGATIONS	<del></del>	10	2546	254.60
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		1	520	520.00
2. COST OF AGENCY INVESTIGATIONS		\$ 220658.18		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	0	. 0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS		0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS		s 0.00		

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency REP

REPORTING PERIOD: FY2006

### PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)								
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS			
A. ADR PE	NDING FROM PREVIOUS REPORTING PERIOD	5	5					
B. ADR AC	TIONS IN COMPLETED/ENDED COUNSELINGS	English Company						
1.	ADR OFFERED	274	237					
2.	REJECTED BY COMPLAINANT	197	162					
3.	REJECTED BY AGENCY	0	0					
4.	TOTAL ACCEPTED INTO ADR	77	75					
C. ADR RES	OURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7)	77	74					
1.	INHOUSE	24	24					
2.	ANOTHER FEDERAL AGENCY	53	51					
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS							
	OR COLLEGE/UNIVERSITY PERSONNEL)	0	0					
4.	MULTIPLE RESOURCES USED (Please specify)	0	0					
5.	, , ,	0	0					
6.		0	0					
7.		0	0					
D. ADR ATT	EMPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9+10+11)	77	74	763	9.91			
1.	MEDIATION	72	70	731	10.15			
2.	SETTLEMENT CONFERENCES	0	0	0	0.00			
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00			
4	FACTFINDING	0	0	0	0.00			
5.	FACILITATION	5	5	32	6.40			
6	OMBUDSMAN	0	0	0	0.00			
7.	PEER REVIEW	0	0	0	0.00			
8.	MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00			
9.		0	0	0	0.00			
10.		0	0	0	0.00			
11.		0	0	0	0.00			
E. STATUS	S OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS			
1.	TOTAL CLOSED (a+b+c+d+e+f)	77	75	1009	13.10			
	a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	24	24	596	24.83			
	b. NO FORMAL COMPLAINT FILED	28	27	106	3.79			
	c. NO RESOLUTION	25	24	307	12.28			
	d. NO ADR ATTEMPT	0	0	0	0.00			
	c.	0	0	0	0.00			
	f.	0	0	0	0.00			
2.	OPEN INVENTORY - ADR PENDING	5	5	147	29.40			

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2006

# PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

# FORMAL PHASE

		PHASE			
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIO		3	3		
B. ADR ACTIONS IN COMPLAIN					
1 ADR OFFERED	0.00011.00	27	25		
2. REJECTED BY CO	MADI AINANT	3	2		
3. REJECTED BY AG		0	1 0		
4. TOTAL ACCEPTED		24	23		
	COMPLAINT CLOSURES (1+2+3+4+5+8+7)	24			
	COMPONIT CLOSURES (192939495951)		23		
1 INHOUSE	AL ACCNOV	8 16	8 15		
2. ANOTHER FEDER		10	15	15. 18.	
	ZATIONS, (e.g., CONTRACTORS,			1 (2) 6 (1) 3 (3)	
	NS, INDIVIDUAL VOLUNTEERS	0	0		
*···	VERSITY PERSONNEL)	0			
	IRCES USED (Please specify)		0		
5.		0	0		
6.		0	0		
7.		0	0	L. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	ti sanitiki ka mani
	INT CLOSURES (1+2+3+4+5+6+7+8+9+10+11+12)	24	23	1022	42.58
1. MEDIATION		23	22	938	40.78
2. SETTLEMENT COI	NFERENCES	0	0	0	0.00
3. EARLY NEUTRAL	EVALUATIONS	0	Ö	0	0.00
<ol><li>FACTFINDING</li></ol>		0	0	0	0.00
5. FACILITATION		0	0	0	0.00
6. OMBUDSMAN		0	0	0	0.00
7. MINI-TRIALS		0	0	0	0.00
8. PEER REVIEW		0	0	0	0.00
9. MULTIPLE TECHN	IIQUES USED (Please specify)	1	1	84	84.00
10.		0	0	0	0.00
11.		0	0	0	0.00
12.		0	0	0	0.00
E. STATUS OF CASES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	a+b+c+d+e+f)	24	23	1112	46.33
1. TOTAL CLOSED (a	•	24 18	23		
1. TOTAL CLOSED (a a. SETTLEMEN	NTS WITH BENEFITS (Manetary and Non-monetary)	24 18	23 17 1	960 1	53.33
<ol> <li>TOTAL CLOSED (a. SETTLEMEN</li> <li>b. WITHDRAW</li> </ol>	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS	18 1	17 1	960 1	53.33 1.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW c. NO RESOLU	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION	18 1 5	17 1 5	960 1 151	53.33 1.00 30.20
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW c. NO RESOLU d. NO ADR ATT	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION	18 1 5 0	17 1 5 0	960 1 151 0	53.33 1.00 30.20 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION	18 1 5 0	17 1 5 0	960 1 151 0	53.33 1.00 30.20 0.00 0.00
1. TOTAL CLOSED (a. SETTLEMEN b. WITHDRAW c. NO RESOLU d. NO ADR ATT e. f.	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT	18 1 5 0	17 1 5 0 0	960 1 151 0 0	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (a. SETTLEMEN b. WITHDRAW. c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT	18 1 5 0 0	17 1 5 0	960 1 151 0 0 0 95	53.33 1.00 30.20 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING	18 1 5 0 0 0 2	17 1 5 0 0 0 2	960 1 151 0 0	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING  RT TOTAL)	18 1 5 0 0 0 2 COMPLAINTS	17 1 5 0 0 0 2 COMPLAINANTS	960 1 151 0 0 0 95 AMOUNT \$ 102493.44	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (a a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTOR: F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO	ATS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION IEMPT Y - ADR PENDING RT TOTAL) RY DAMAGES	18 1 5 0 0 0 2 COMPLAINTS	17 1 5 0 0 0 2 COMPLAINANTS 6	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTOR: F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO	ATS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION IEMPT Y - ADR PENDING RT TOTAL) RY DAMAGES	18 1 5 0 0 0 2 COMPLAINTS 7 0	17 1 5 0 0 0 2 COMPLAINANTS 6	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING  RT TOTAL) BRY DAMAGES INTPAY	18 1 5 0 0 0 2 COMPLAINTS 7	17 1 5 0 0 0 2 COMPLAINANTS 6 0	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING  RT TOTAL) BRY DAMAGES INTPAY	18 1 5 0 0 2 COMPLAINTS 7 0 2	17 1 5 0 0 0 2 COMPLAINANTS 6 0 2	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F e.	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING  RT TOTAL) BRY DAMAGES INTPAY	18 1 5 0 0 2 COMPLAINTS 7 0 2 5	17 1 5 0 0 2 COMPLAINANTS 6 0 2 4	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F	NTS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION FEMPT  Y - ADR PENDING  RT TOTAL) BRY DAMAGES INTPAY	18 1 5 0 0 0 2 COMPLAINTS 7 0 2 5 4	17 1 5 0 0 0 2 COMPLAINANTS 6 0 2 4 1	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50 \$ 0.00 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F e. f. g.	ATS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION TEMPT  Y - ADR PENDING  ERT TOTAL) RY DAMAGES INTPAY TEES AND COSTS	18 1 5 0 0 0 2 COMPLAINTS 7 0 2 5 4 0 0 0	17 1 5 0 0 0 2 COMPLAINANTS 6 0 2 4 1 0	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (8 a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT e. f. 2. OPEN INVENTORY F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F e. f. g. 2. NON-MONETARY	ATS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION TEMPT  Y - ADR PENDING  ERT TOTAL) RY DAMAGES INTPAY TEES AND COSTS	18 1 5 0 0 0 2 COMPLAINTS 7 0 2 5 4 0 0 0 12	17 1 5 0 0 0 2 COMPLAINANTS 6 0 2 4 1 0 0 0	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50 \$ 0.00 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
1. TOTAL CLOSED (a a. SETTLEMEN b. WITHDRAW, c. NO RESOLU d. NO ADR ATT f. 2. OPEN INVENTOR) F. BENEFITS RECEIVED 1. MONETARY (INSE a. COMPENSATO b. BACKPAY/FRO c. LUMP SUM d. ATTORNEY'S F e. f. g. 2. NON-MONETARY a. NEW HIRES	ATS WITH BENEFITS (Monetary and Non-monetary) AL FROM EEO PROCESS ITION TEMPT  Y - ADR PENDING  ERT TOTAL) RY DAMAGES INTPAY TEES AND COSTS	18 1 5 0 0 0 0 2 COMPLAINTS 7 0 2 5 4 0 0 0 12	17 1 5 0 0 0 2 COMPLAINANTS 6 0 2 4 1 1 0 0 0	960 1 151 0 0 0 95 AMOUNT \$ 102493.44 \$ 0.00 \$ 11645.94 \$ 65950.00 \$ 24897.50 \$ 0.00 \$ 0.00	53.33 1.00 30.20 0.00 0.00 0.00
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EEOC FORM 462 (REVISED JUNE 2006)

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency REPORTING PERIOD: FY 2006

# PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

# TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	TRAINED BY END OF REPORTING PERIOD
A. BAS	SIC ADR ORIENTATION TRAINING		
			and a state of the second
1	1. MANAGERS	2087	1581
2	2. EMPLOYEES	18391	13314
B. EM	PLOYEES THAT CAN PARTICIPATE IN ADR	20478	
C. IN I	HOUSE STAFF RESOURCES AVAILABLE FOR ADR	94	
1	1. FULL TIME	1	
2	2. PART TIME	0	
3	B. COLLATERAL DUTY	93	
		AMOUNT	
D. ADI	R FUNDING SPENT	\$ 47801.19	

# CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2005 through September 30, 2006 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Famia Magana, Director, EEO

SIGNATURE OF CERTIFYING OFFICIAL:

Brew J. Bily

TYPED NAME AND TITLE OF PREPARER: Johnny McAfee, Affirmative Employment Program Manager

SIGNATURE OF PREPARER:

DATE: 11/16/2006 TELEPHONE NUM

TELEPHONE NUMBER: 703-767-1113

E-MAIL: johnny.mcafee@dla.mil

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

# Appendix A - Comments

### Part 1 DSCP - I.A - Counselings - Five complainants inadvertantly ommitted from FY-05 Annual Report. Making total counselings 25, and individuals 24. DDC - I.F Counselings - I.F data is correct, Non-ADR Settlements 19, F.10-15 includes: medical evaluation 1, detail 1, leave restored 1, shift change 1, discipline modified 1 OSI 1. DDC - I.F Counselings - I contacted my administrator and requested that the OTHER category be defined. There should be ten (10) entries in the other category for Counseling and Individuals. Currently this information is not displayed on my screen. DDC - I.H Counselings - The OTHER category in this section an entry in Counseling - 2, and in Individuals - 2 (detail, feedback from selecting official regarding DSCP - I.H Counselings - Five counseling had ADR settlements w/non-monetary benefits. DSCP - I.H Counsellings - one complainant's position was classified. another complainant was given a VERA & VSIP. Part 2 DSCP - II.A - inadvertantly ommitted A DSIO and DSDC complaint. These two complaints were counseled thru DSCP. DSCP - II.8 - 11 complaints were filed this FY-06. This number is accurrate. DO-S - II.B - The number of complaints filed in FY06 is correct. In FY05 there were less complaints filed. DDC - II.B - The agency had a substantial decrease in the number of formal complaint filed in FY 06, due to a large number of possible complaints being resolved during the informal complaint process. Part 3 DLIS - III.A.3 Number - Investigator is from OCI. DLIS - III.A.3.a Number - Investigtor is from OCI. DSCP - III.B.1 Cl/Agency - Under direction of DLA ltr dtd 11/3/05, OCI will report this Information through their 462 report (DHRA). DDC - III.B.1 Inv/Agency - DLA as a Defense agency uses OCI investigators to accomplish their investigations. DSCR - III.B.1 Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DSCC - III.B.1 Inv/Agency - As a Defense Agency, the Office of Complaint Investigations performs all DLA investigations. DSCR - III.B.1 Count/Agency - Purusant to the agreement between EEOC, Defense Agencies utilize OCI for all of their investigations. DSCP - III.B.1 Coun/Agency - OCI will report this information through their 462 report (DHRA). This direction was from DLA memo dtd Nov 3, 2005. DSCR - III.B.1 Coun/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DLIS - III.B.1.c Inv/Agency - We use OCI Investigators. DLIS - III.B.1.c Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DLIS - III.B.1.c Coun/Agency - No training funds & low priority. DSCP - III.B.2 CI/Agency - Under direction of DLA ltr dtd 11/3/05, OCI will report this information through their 462 report (DHRA). DLIS - III.B.2 Inv/Agency - As a Defense agency DLIS uses OCI investigators to accomplish our investigations. DSCP - III.B.2 Inv/Agency - Under DLA itr dtd 11/3/05, OCI will report this information through their 462 report (DHRA). DRMS - III.B.2 Inv/Agency - We use OCI Investigators DO-S - III.B.2 Inv/Agency - DLA uses OCI Investigators, therefore, we put zero. DRMS - III.B.2 CountAgency - Low priority & no training funds. DLIS - III.B.2.c Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DLIS - III.B.2.c Inv/Agency - We use OCI Investigators DLIS - III.B.2.c Coun/Agency - Low priority & no training funds. Part 4 DDC - - OTHER: Performance Feedback added DSCR - - Other DDC - - OTHER- The following additional issues should be included in the total based on age, sex (F), reprisal and disability (P): 2-inappropriate comments about complainants character, 1-denied relocation bonus, 1-required to inform supervisor, at the end of her shift, that she was leaving, 1-letter of warning. Part 6 DLIS - VI.A Number - Number is correct. DRMS - VI.A. Number - Number of days is correct. DSCC - VI.A Number - There was 1 complaint pending at the end of FY 05. It was settled during FY06. DO-S - VI.A Number - The total number of days is correct; only 12 cases were closed this FY 06. DDC - VI.A Number - The data in Line A is accurate, DDC had less closures during FY06 than in FY05. DSCR - VI.A Number - Had one very difficult case. DSCP - VI.A Number - There were a total of 17 closures for FY-06. Two of these closures were against other agencies that were not added into last years report. One was a DSIO and one a DSDC complaint. DLIS - VI.B Number - Number is correct DRMS - VI.B Number - Number of days is correct. DLIS - VI.B Number - This case was settled at hearing by order of the AJ. DDC - Vf.B Number - FY-06 FADs WITHOUT an AJ decision are less than FY05-41. However the data for FY06-18 is correct. DSCP - VI.B Number - Many of these closures were from FY-03/04. Average # of days will be higher.

### Part 7

DDC - VII.A Number - There were less settlements obtained in FY-06 than FY-06. This meanly due to the fact there were many repeat filers who wanted to take their complaint through the entire EEO complaint process. Those desiring to resolve accept such things as training, voluntary resignation vs. termination or removal, training, etc.

DSCR - VI.C Number - EEOC did not render a decision for 465 days and then a FAD was rendered 134 days later.

# Appendix A - Comments (continued)

DDC - VII.A Number - In FY-06 most complaints did not close with a corrective action. The majority of these complaints were closed as a result of FADs or withdrawais from the complaint process. DSCP - VII.A Number - Number of FY-06 closures is lower due to not having as many complainants as last year's report. DDC - VII.C Number - Three complaints were settled resulting in attorney's fees being awarded in FY-05. DDC - VII.F.1 Monetary - Number of closures with monetary benefits, four (4). Three (3) closures are listed in items Section F. 1-11, and one (1) is listed under OTHER: Awards-1. Part 8 DSCP - VIII.A Number Pending - resolution attemps were made (3 x's) and these attemps failed. DSCP - VIII.A.1 Ave Days - complainant for this case has declined numerous resolution attempts to be moved to different areas, which offers were turned down by complainant. DDC - VIII.A.1 Average Days - This information is accurate. At the end of FT-06, there were no complaints pending acknowledgement. So, there are no average days to tally. DSCC - VIII.A.1 Average Days - Complaint was originally dismissed. EEOC remanded back to agency for investigation. DRMS - VIII.A.1 Average Days - Number is correct. DSCP - VIII.A.1 Average Days - Complainant for this case has declined numerous resolution attempts to be moved to different areas. However, time spent finding a solution, review by mgmt, and acceptance from complainant has exceeded the normal timeframe. This is what has increased the Average Days to 593. DO-S - VIII.A.1 Average Days - The average number of days to acknowledge one complaint is correct. It is 5 days DDC - VIII.A.1 Average Days -DDC - VIII.A.1 Average Days -DSCP - VIII.A.1 Average Days - All figures/average days are correct for FY-06. DLIS - VIII.A.1 Average Days - Number is correct DLIS - VIII.A.1 Average Days - Value is correct DLIS - VIII.A.1 Average Days - Number is correct DO-S - VIII.A.1 Pending Oldest Case - The number of days pending for the oldest case is correct. Case number DLAF-06-0119 DO-S - VIII.A.2 Average Days - The average is correct. There are 13 complaints pending investigation and the average 126.5. Part of the problem is that it takes OCI an average of about 3 months to assign an investigator. DSCP - VIII.A.2 Average Days - Two complaints out of the four above are from FY-02 and FY-04. Both these cases exceed 1000 days. These figures are correct. The complexity of these cases increased the # of days DRMS - VIII.A.2 Average Days - Case backlog at OCI. DLIS - VIII.A.2 Average Days - Number is correct DLIS - VIII.A.2 Average Days - Value is correct DLIS - VIII.A.2 Average Days - Number is correct DSCP - VIII.A.2 Average Days -DSCC - VIII.A.2 Average Days - Complaint was originally dismissed. EEOC remanded back to agency for investigation DDC - VIII.A.2 Number Pending - Near the end of the Fiscal year we had new complaints being filed, at least five (5) a week, plus we had a class complaint that was held in abeyance and converted to individual complaints. DDC - VIII.A.2 Number Pending -DDC - VIII.A.2 Number Pending -DO-S - VIII.A.2 Number Pending - Yes, there are 13 investigations pending. The number is correct. DO-S - VIII.A.2 Pending Oldest Case - The number of days pending for the oldest case is correct. The complainant filed in 2/6/06 (Case Number DLAF-06-0292). An investigation took place in August 2006 but OCI has not submitted the ROI to the Agency. DSCP - VIII.A.2 Pending Oldest Case - problems arose during the Investigative stage of this oldest complaint. Investigative request itr went out 2/3/06, and ROI received in ofc on 8/29/06, ROI to complainant was 9/19/06. DSCC - VIII.A.3 Average Days - There were no complaints pending a hearing at end of FY 06. DRMS - VIII.A.3 Average Days - Case backlog at EEOC DDC - VIII.A.3 Number Pending -DDC - VIII.A.3 Number Pending -DDC - VIII.A.3 Number Pending - We have various complainants who requested hearings but have not received dates for hearing. DSCP - VIII.A.4 Ave Days - One case from FY-02 held up during the acceptance/dismissal stage, and again during the investigative stage during OCI's reorganization transmission stage. The other case, FY-04 was held up during the OCI investigative stage due to reorganization of investigations and office structure. DRMS - VIII.A.4 Average Days - Number is correct. DLIS - VIII.A.4 Average Days - Number is correct DLIS - VIII.A.4 Average Days - Value is correct DLIS - VIII.A.4 Average Days - Number is correct DSCR - VIII.A.4 Average Days - Complicated case. DDC - VIII.A.4 Number Pending - The requests have been submitted for FAD, but we have not received the reports. DDC - VIII.A.4 Number Pending -DDC - VIII.A.4 Number Pending -DO-S - IX.A Total - The Agency invstigations were done by the OCI Complaints investigations therefore Part III B has zero for investigators. DSCC - IX.A Total - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DSCR - IX.A Total - OCI completed the investigations in accordance with the agreement between OCI and EEOC. DSCP - IX.A Total - OCI completed the investigations in accordance with the agreement between EEOC and OCI. DSCC - IX.A Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCC - IX.A Total - Corrected error from this and previous year. DSCC - IX.A Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCC - IX.A.1 Ave Days - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCC - IX.A.1 Ave Days - Corrected error. DSCC - IX.A.1 Average Days - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel DSCP - IX.A.1 Average Days - Average days exceeds 330 (not by much 332.5) due to one complaint (TA-05-004) that was past 520 days. OCI was in the process of changes with organizations & responsibilities, which increased timeframes on this complaint during the investigation. DDC - IX.A.1 Total - This information was previously mischaracterized as contractors

DSCP - IX.A.1 Total - The Agency invstigations were done by the OCI Complaints investigations therefore Part III B has zero for investigators.

DDC - IX.A.1 Total - DLA as a Defense agency uses OCI investigators to accomplish their investigations.

DSCR - IX.A.1 Total - OCI was slow on a few cases. DSCC - IX.A.1 Total - Correction of error.

# Appendix A - Comments (continued)

- DLA IX.A.1 Total Pursuant to the agreement between EEOC and the Agency, as a Defense agency, DLA utilizes OCI investigators to accomplish out investigations. DSCC - IX.A.2 Total - Correction of error. DSCC - IX.A.2 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DDC - IX.A.2 Total - No total cost of investigations should be reported on this line per guideline received from EEOC for DLA. Defense agencies use OCI investigators to accomplish their investigations. DSCC - IX.A.2 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCR - IX.A.2 Total - Fewer investigations this FY. DLIS - IX.A.2 Total - Number is correct DRMS - IX.A,2 Total - Case backlog at OCI. DO-S - IX.A.2 Total - The total amount is correct. There were only four investigations completed this FY 06 which is less than last year; six complaints completed. DSCC - IX.A.3 Average Days - Complaint was previously dismissed. EEOC remanded back to agency for investigation. DSCC - IX.A.3 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCC - IX.A.4 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel. DSCC - IX.A.4 Total - Cost of Investigation increased from previous year. DDC - IX.A.4 Total - This information was previously mischaracterized. No total cost of investigations should be reported on this line.
- Part 11
  - DSCP XI.A Complainants Complainant information was inadvertantly ommitted from previous year's report.
  - DSCR XI.A Complainants Mis-count for FY05.
  - DSCR XI.A Complainants Mis-count for FY05.
  - DSCR XI.A Complaints Mis-count for FY05.
  - DSCR XI.A Complaints Mis-count for FY05.
  - DSCP XI.A Complaints One complaint pending from previous year. Complainant made contact with the office, yet never persued the process.
  - DSCP XI.D Complaints Complainant elected Mediation in the latter part of his complaint, which intum exceeded the normal timeframes.
  - DSCP XI.E.1 Ave Days Average days calculated is accurate. The complaint exceeded the allotted time frame.
  - DSCP XI.E.1 Ave Days Average days calculated is accurate. The complaint exceeded the allotted time frame.
  - DSCP XI.E.1 Complaints Average days calculated is accurate. The complaint exceeded the allotted time frame.
  - DSCP XI.E.1 Complaints Complainant elected Mediation in the latter part of his complaint which exceeded the normal timeframes.
  - DSCP XI.E.1.a Ave Days Average days calculated is accurate. The complaint exceeded the allotted time frame.
  - DSCP XI.E.1.a Ave Days Complaint processing exceeded the allotted days.
  - DDC XI.F.1 Complaints Line F.2.I. should be OTHER: ,and two (2) complaints and two (2) complainants.

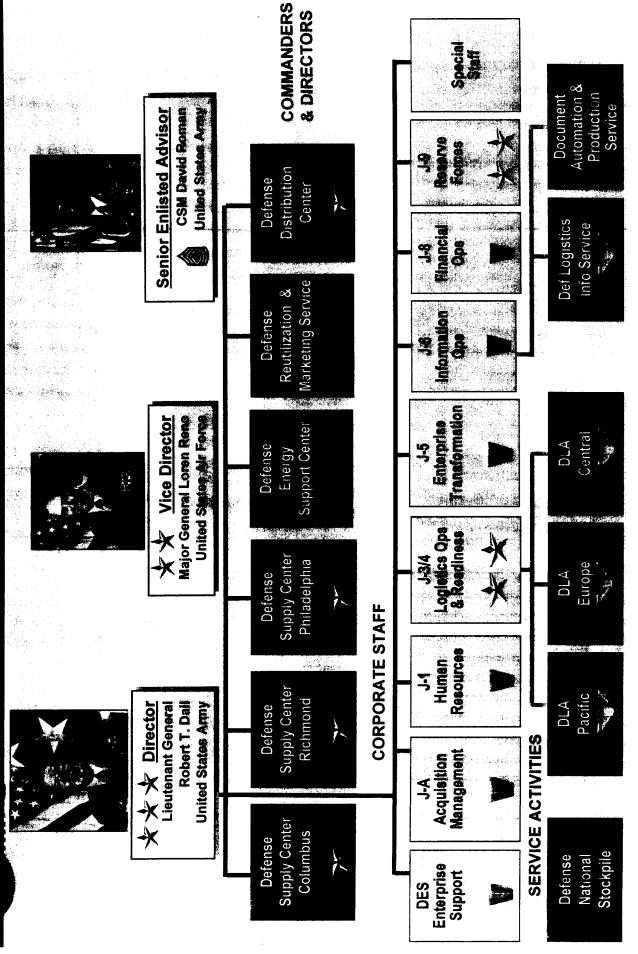
### Part 12

- DRMS XII.A.1 Total Workforce Mediation functions are performed by DLA Columbus.
- DSCC XII.C in house staff resources Corrected from last reporting period.
- DLIS XII.C in house staff resources Mediation functions are performed by DLA Columbus.
- DRMS XII.C In house staff resources Mediation functions performed by DLA Columbus.

# Part 8



# Defense Logistics Agency



# Part 9



# DEFENSE LOGISTICS AGENCY HEADQUARTERS

# 8725 JOHN J. KINGMAN ROAD, SUITE 2533 FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO

JAN 2 2 2007

# MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement - Equal Employment Opportunity

I am personally committed to the principles of Equal Employment Opportunity (EEO) and to taking measures to incorporate these principles into the four major DLA areas of focus: warfighter support, stewardship, growth and development, and leadership. I also expect all DLA senior executives, managers, supervisors, and employees to be fully committed to EEO and to maintain a workplace free from unlawful discrimination and harassment. Our continued viability in a post-BRAC environment depends on integrating EEO principles in all of our employment plans, policies, procedures, and operational practices.

DLA strives to recruit, hire, and promote individuals without regard to race, religion, color, national origin, sex, sexual orientation, age, or physical/mental disability. All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible.

The responsibility for an effective EEO Program resides with all DLA employees. I expect all DLA supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA employees shall be offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I have no doubt that the daily exercise of equality of opportunity, mutual respect, and appreciation of our workforce diversity in every aspect of what we do can positively impact DLA's future growth and prosperity.

ROBERT T. DAIL Lieutenant General, USA Director



# DEFENSE LOGISTICS AGENCY HEADQUARTERS 8725 JOHN J. KINGMAN ROAD, SUITE 2533

# FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY DO

JAN 2 2 2007

# MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement - Prevention of Sexual Harassment

DLA has a zero tolerance policy for sexual harassment. Sexual harassment, a form of sex discrimination, is against the law. It is demoralizing to anyone subjected to it and interferes with mission accomplishment. DLA's leadership will quickly investigate sexual harassment allegations.

Supervisors are expected to discuss DLA's policy regarding sexual harassment with all their employees to include assuring them that they are not to endure insulting, degrading, or exploitive sexual treatment. Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when submission to such conduct is made, explicitly or implicitly, a term or condition of a person's employment; submitting to or rejecting such conduct is used as a basis for employment decisions affecting the person; or has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

Any DLA employee or applicant for employment who believes he or she is a victim of sexual harassment should report the allegation(s) as soon as possible to an appropriate management official or any staff member of the Equal Employment Opportunity (EEO) office.

In order to effectively provide the warfighter optimal support, every DLA employee must ensure their workplace environment is free of sexual harassment. Mutual respect and dignity is our standard and I expect nothing less from every member of the DLA team.

ROBERT T. DAIL

Lieutenant General, USA

Director

# Part 10

### **Appendix**

# Copies of the following Data Tables<sup>1</sup> are appended to this report.

- TABLE A1: DLA Total Workforce Distribution by Race/Ethnicity and Sex.
- TABLE A2: Total Workforce by Component Workforce by Race/Ethnicity and Sex FY 2006.
- TABLE A3: Occupational Categories Distribution by Race/Ethnicity and Sex.
- TABLE A4: Participation Rates across General Schedule (GS) Grades by Race/Ethnicity/Sex.
- TABLE A5-1: Participation Rates across Wage (WG) Grades by Race/Ethnicity and Sex.
- TABLE A6: Participation Rates for Major Occupations Distribution by Race/Ethnicity and Sex.
- TABLE A7: Applicants and Hires for Major Occupations Permanent Workforce by Race/Ethnicity.
- TABLE A8: New Hires Distribution by Race/Ethnicity and Sex.
- TABLE A11: Internal Selections for Senior Level Positions (GS 13/14, 15, and SES) Permanent Workforce –Distribution by Race/Ethnicity and Sex FY 2006.
- TABLE A13: Employee Recognition and Awards Distribution by Race/Ethnicity and Sex.
- TABLE A14: Separations by Type of Separation Distribution by Race/Ethnicity and Sex.
- TABLE B1: Total Workforce Distribution by Disability (OPM Form 256 Self-ID Codes).
- TABLE B2: Total Workforce by Component Workforce by Disability FY 2006.
- TABLE B3: Occupational Groups Distribution by Disability Permanent Employees.
- TABLE B4-1: Participation Rates for General Schedule (GS) Grades by Disability.
- TABLE B5-1: Participation Rates for Wage Grades (WG) by Disability.
- TABLE B6: Participation Rates for Major Occupations Distribution by Disability.
- TABLE B7: Applicant Flow Data for Major Occupations by Disability.
- TABLE B8: New Hires Distribution by Disability.
- TABLE B11: Internal Selections for Senior Level Positions by Disability.
- TABLE B13: Employee Recognition and Awards Distribution by Disability.
- TABLE B14: Separations by Type of Separation Distribution by Disability.

<sup>&</sup>lt;sup>1</sup> DATA TABLES A3-1, A3-2, A4-1, A4-2, A5-2, A9, A10, A12, B4-2, B9, B10, and B12 are not available this reporting period.

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2006

FY 2005 # 21,159 FY 2005 # 20,927 FY 2006 # 20,927 FY 2006 # -232 RCLF % 100.00% Change # -1.10% Change % -1.10% FY 2005 # 20,760 FY 2005 # 20,760 FY 2005 # 20,760 FY 2006 # 20,825 FY 2006 # 20,825 FY 2006 # 20,825 FY 2006 # 65		8,820 6 8,820 6 41.69% 03 8,707 6 41.61% 03 43.10% 05.	Hispanic or Latino male feme	former regles consequent pour se	Non-Hispar White	Non-Hispanic or Latino White Bla	itino Black or African American	African		The second secon						
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% 100.00% # 65	12,155 8,6	8,670 6	649	31.7	8,688	5,515	2,313	2,513	329	211	30	20	128	92	O	2
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Primary Criteria:

Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

RCLF Criteria: MSA

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A2: TOTAL WORKFORCE BY COMPONENT - Workforce - by Race/Ethnicity and Sex FY 2006

			TOTAL								RACE/	RACE/ETHNICITY	Ž					
		EMPLOYEES	S		Hispa	Hispanic or	Non-Hist	Non-Hispanic or Latino	tino									
							White	ā	Black or African American	African	Asian	<b>5</b>	Native Hawalian or Other Pacific Islander	wallan or Pacific Ider	American Indian or Alaska Native	Indian or Native	Two or more/Other races	Other Se
		ī	mate	female	male	female	male	female	male	female	male	female	nale	female	male	female	male	female
TOTAL	*	20,927	12,220	8,707	651	319	8,736	5,539	2,324	2,521	329	214	40	20	131	65	6	7
	%	100.01%	58.40%	41.61%	03.11%	01.52%	41.75%	26.47%	11.11%	12,05%	01.57%	01.02%	00.19%	00.10%	00.63%	00,44%	00.04%	00.01%
RCLF (2000)	8	99.38%	56.55%	42.83%	05.29%	03.62%	42.23%	31,51%	05.64%	05.24%	02.18%	01.55%	00.05%	00.03%	00.32%	00.25%	00.84%	00.63%
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	8	100.01%	55.00%	45.01%	00.82%	00.70%	45.13%	31.29%	67.74%	12.16%	00.82%	00.37%	00.00%	00.00%	00.45%	00.45%	00.04%	00.04%
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	% %	100.01%	83,34%	16.67%	%00.00	00.00%	66.67%	16.67%	00.00%	00.00%	16.67%	00.00%	%00'00	00.00%	00.00%	00.00%	%00.00	06.00%
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	% 100.00%	30.84%	69,16%	01.87%	00.93%	24.30%	42.99%	03.74%	21.50%	%00.00	03.74%	%00.00	%00:00	00.93%	00.00%	00.00%	%00.00
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49	# 2,261	1,074	1,187	35	E.	069	267	320	568	18	23	0	0		80	0	0
	% 100.00%	47.51%	52.49%	01.55%	01.37%	30.52%	25.08%	14.15%	25.12%	,00.80%	00.57%	00.00%	00.00%	00.49%	00.35%	00.00%	%00'00
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	% 100.00%	60.14%	39.86%	02.03%	02.70%	49.32%	31.08%	07.43%	06.08%	%00.00	00.00%	00.68%	00.00%	00.68%	00.00%	00.00%	%00.00
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	% 100.00%	71.43%	28,57%	00.00%	00.00%	71.43%	28.57%	00.00%	%00.00	%00.00	%00.00	%00.00	00.00%	%00.00	%00.00	00.00%	%00.00
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:	%66°66 %	67.29%	32.70%	01.87%	00.00%	62.62%	20.56%	01.87%	11.21%	%86.00	00.93%	%00.00	00.00%	00.00%	00.00%	%00.00	00.00%
<b>5</b>	# 943	404	539	28	26	261	325	9	161	16	22	0	0	m	4	=	, <del>, , ,</del>
t t t t t t.	% 100.00%	42.85%	57.15%	02.97%	02.76%	27.68%	34.46%	10.07%	17.07%	01.70%	02.33%	%00'00	%00.00	00.32%	00.42%	00.11%	00.11%
Q#	# 15	6	و	<b>+-1</b>	0	∞	Ŋ	O	émi	o	0	0	0	0	0	0	0
	% 100.00%	%00`09	40.00%	06.67%	%00.00	53.33%	33.33%	%00.00	06.67%	%00.00	%00.00	%00'00	%00.00	00.00%	%00'00	00.00%	00.00%
<b>#</b>	# 45	87	5	r	*	(						The same of the sa	Same an emergency observe				

H		788	100.00%	73.34%	26,66%	06.67%	02.22%	57.78%	17,78%	06.67%	04.44%	02.22%	02.22%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00
4         4	Ŧ	4	6°S	47	Ş	m	#4	4.4	10	m	y-N	0	0	0	0	0	0	0	0
4         13         1         0         0         1         1         0         1         0			99.98%	79,65%	20.33%	05.08%	01.69%	69.49%	16.95%	05.08%	01,69%	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	%00.00	00.00%
9.                 100.00%                 7.5 (0.00%)                 7.5 (0.00%)                 7.5 (0.00%)                 7.5 (0.00%)                  7.5 (0.00%)                  7.5 (0.00%)                  7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                  7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                   7.5 (0.00%)                        7.5 (0.00%)                        7.5 (0.00%)	<b>*</b>	**	4	æ	; <b>v</b> ~(	0	0	× ×	0	T	-	0	0	0	0	0	0	0	0
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4. 10.00 (1)8, 68,6828, [13.1946, [1.1249, [1.1249],	7	妆	91	79	13	23	* ************************************	92	**************************************	**************************************	0	0	0	0	٥	0	0	0	6
4         1,200         343         445 <td></td> <td></td> <td>00.01%</td> <td>86.82%</td> <td>13,19%</td> <td>14.29%</td> <td>01.10%</td> <td>71.43%</td> <td>12.09%</td> <td>01.10%</td> <td>%00.00</td> <td>00.00%</td> <td>00.00%</td> <td>00,00%</td> <td>00.00%</td> <td>%00'00</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td>			00.01%	86.82%	13,19%	14.29%	01.10%	71.43%	12.09%	01.10%	%00.00	00.00%	00.00%	00,00%	00.00%	%00'00	00.00%	00.00%	00.00%
%         100 00%         61.91%         38.09%         01.43%         41.33%         21.74%         10.42%         65.33%         11.04%         66.33%         61.17%         60.20%         60.53%         60.20%	r		1,200	743	457	46	17	532	338	125	76	23	14		^	10	ın.	O	0
4         10         8         2         0         4         1         3         1         1         0         0         0         0         4         1         3         1         0         0         0         0         4         1         3         1         1         0	:		%00.00	61.91%	38.09%	03.83%	01.42%	44.33%	28.17%	10.42%	06.33%	01.92%	01.17%	90.58%	00.58%	00.83%	00.42%	00.00%	00.00%
%         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         100 000         %         0	¥	#	10	တ	2	0	0	4	<b>+</b>	m		-	0	0	0	0	0	o	0
%         190         406         384         11         7         333         333         32         39         7         4         0			%00.00	80.00%	20.00%	%00.00	00.00%	40.00%	10.00%	30.00%	10.00%	10.00%	00.00%	%00'00	%00.00	00.00%	00.00%	%00.00	00.00%
%         100 010         41 00 010         42 0         61 00 010         04 00 00         04 00	œ	*	790	406	384	Ħ		353	333	32	39	· /	***	0	0	m	<b>e</b> mi	0	0
#         1.00         4         6         0         3         4         1         2         0			00.01%	51.39%	48.62%	01.39%	00.89%	44.68%	42.15%	04:05%	04.94%	00.89%	00.51%	00.00%	00.00%	00.38%	00.13%	%00.00	00.00%
%         100.00%         40.00%         60.00%         00.00%         30.00%         10.00%         10.00%         00.00%	•	#	0	w <u>t</u>	٥	0	0	m	4	2	7	0	0	0	0	0	0	0	0
#         1,476         1,104         372         217         61         620         214         133         50         110         39         3         2         21         6           %         100.00%         74.79%         25.21%         14.70%         64.13%         42.01%         69.01%         03.39%         07.45%         00.26%         00.014%         01.42%         00.41%           %         100.00%         25.21%         14.70%         64.13%         42.01%         69.01%         05.00%         07.45%         00.00%         00.00%         00.14%         01.42%         00.00%           %         100.00%         21.25%         100.00%         01.18%         80.00%         16.47%         02.35%         00.00%			%00.00	40.00%	60.00%	00.00%	960000	30.00%	40.00%	10.00%	20.00%	%00.00	%00.00	00.00%	%00.00	%00:00	00.00%	00.00%	00:00%
%         100,00%         74.79%         25.21%         14.70%         04.13%         14.50%         05.01%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.45%         07.04%         07.45%         07.04%         07.45%         07.04%         07.45%         07.04%         07.45%         07.04%	ð.i		1,476	1,104	372	217	61	620	214	133	20	110	30	**************************************	7	21	9	0	0
4         85         70         15         0         1         68         14         2         0 <td></td> <td></td> <td>00.00%</td> <td>74,79%</td> <td>25.21%</td> <td>14.70%</td> <td>04.13%</td> <td>42,01%</td> <td>14.50%</td> <td>09.01%</td> <td>03.39%</td> <td>07.45%</td> <td>02.64%</td> <td>.00.20%</td> <td>00.14%</td> <td>01.42%</td> <td>00 41%</td> <td>00.00%</td> <td>00.00%</td>			00.00%	74,79%	25.21%	14.70%	04.13%	42,01%	14.50%	09.01%	03.39%	07.45%	02.64%	.00.20%	00.14%	01.42%	00 41%	00.00%	00.00%
%         100.00%         82.35%         17.65%         00.00%         01.18%         80.00%         16.47%         02.35%         00.00%	z	#	85	20	S	0	****	89	4	7	0	0	0	0	0	o	0	0	0
#         295         151         144         2         0         41         21         104         120         <	:		00.00%	82.35%	17.65%	00.00%	01.18%	80.00%	16.47%	02.35%	%00.00	00.00%	00.00%	9%00.00	00.00%	00.00%	00'00	00.00%	00.00%
%         100.01%         51.19%         48.82%         00.06%         13.99%         07.12%         35.25%         40.68%         01.35%         01.02%         00.00%	0	#	295	151	144	~	0	41	21	104	120	**	m	0	0	0	0	0	0
#         108         84         24         33         12         43         10         7         2         1         0	:		00.01%	51.19%	48.82%	00.68%	%00.00	13.90%	07.12%	35.25%	40.68%	01.36%	01.02%	%00'00	%00.00	00.00%	%00'00	00.00%	00.00%
%         100.00%         77.78%         22.22%         30.56%         11.11%         39.81%         09.26%         06.48%         01.85%         00.93%         00.00%	D.	4	108	84	24	m	12	£4	10		~	grant of the second	o	0	0	•	0	•	0
#         73         55         18         3         0         33         10         18         8         0 </td <td></td> <td></td> <td>%00.00</td> <td>77.78%</td> <td>22.22%</td> <td>30.56%</td> <td>11.11%</td> <td>٠</td> <td>09.26%</td> <td>06.48%</td> <td>01.85%</td> <td>00.93%</td> <td>%00'00</td> <td>9%00'00</td> <td>00.00%</td> <td>00.00%</td> <td>%00.00</td> <td>%00.00</td> <td>00.00%</td>			%00.00	77.78%	22.22%	30.56%	11.11%	٠	09.26%	06.48%	01.85%	00.93%	%00'00	9%00'00	00.00%	00.00%	%00.00	%00.00	00.00%
%         100.01%         75.35%         24.66%         04.11%         00.00%         45.21%         13.70%         24.66%         10.96%         00.00%         00.00%         00.00%         00.00%         00.00%         01.37%         00.00%           %         99.99%         69.58%         30.41%         00.00%         42.08%         12.08%         00.00%         <	ď	*	73	25 :	18	m	0	en en	10	82	00	0	0	0	0	yan)	0	0	0
#         240         167         73         1         0         101         44         62         29         0         0         0         0         0         2         0           %         99.99%         69.58%         30.41%         00.00%         42.08%         18.33%         25.83%         12.08%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.49%         01.56%           #         12         8         4         1         0         7         2         0         2         0         <	:		00.01%	75.35%	24.66%	04.11%	%00.00		13.70%	24.66%	10.96%	%80.00	%00.00	00.00%	00.00%	01.37%	%00.00	%00'00	00.00%
%         99.99%         69.59%         69.59%         69.59%         69.59%         69.99%         69.99%         69.99%         69.99%         69.99%         69.99%         69.99%         69.99%         60.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.49%         01.56%           #         12         8         4         1         0         7         2         0         2         0	œ		240	167	73		0	101	44	62	59	o	0	0	0	2	0	Acceptance	0
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% 100.00% 48.20% 51.80% 01.37% 00.98% 43.40% 43.50% 02.54% 05.47% 00.20% 00.09% 00.00% 00.49% 01.56% 1 1 2 8 4 1 0 7 2 0 0 2 0 0 0 0 0 0 0 0 0	er.		1,023	693	530	14	10	444	445	26	5.6	2	۳	0	0	5	1.6	2	0
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T Z	# 451	295	156	12	ñ	236	113	34	28	0	m	0	0	m m	7	•	0
	% 100.01%	65,41%	34.60%	02.66%	01.11%	52.33%	25.06%	07.54%	06.21%	00.00%	00.67%	00.00%	00,00%	02.88%	01.55%	%00.00	%00.00
T Z	#	20	13	m	0		12	; ; ; ;	0	0	t post	0	0	0	0	0	0
	%66°66 %	60.60%	39.39%	%60.60	%00.00	42.42%	36.36%	%60'60	%00'00	00.00%	03.03%	96.00.00	%00.00	00.00%	00,00%	%00.00	00.00%
¥	# 15	12	m	0	0	•	~	~	. O	<b>V</b>	di mada ay aga agan di di di di di di di di di di di di di	•	0	0	0	0	0
	% 100.00%	80.00%	20.00%	00.00%	00.00%	40.00%	13.33%	13.33%	00.00%	26.67%	06.67%	00.00%	%00.00	%00.00	%00'00	%00.00	00.00%
ž	# 19	σ'n	10	0	0	S	<b>4</b>	₹	9	0	0	•	Q	0	0	0	0
	% 100.00%	47.37%	52,63%	00.00%	%00.00	26.32%	21.05%	21.05%	31.58%	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	%00'00	00.00%
Z	# 65	28	7	0	0	35°	_	0	0	0	0	0	0	٥	O	0	0
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¥.	* 830	463	367	40	문	337	228	63	06	16	15	0	~	9	****		0
	%66°66 %	55.78%	44.21%	04.82%	03.73%	40.60%	27.47%	07.59%	10.84%	01.93%	01.81%	%00 00	00.24%	00.72%	00.12%	00.12%	%00 00 00
SA	∞	ĸ	m	0	0	'n	٣	G	0	0	0		0	0	0	ò	0
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*	# 85	72	m	м	0	×	4	34	on .	**************************************	0		0	0	0	0	0
	% 100.01%	84.71%	15.30%	03.53%	%00.00	40.00%	04.71%	40.00%	10.59%	01.18%	%00'00	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00
4	# 2,655	1,183	1,472	S	47	868	926	202	435	25	30	>		9	m	÷	0
	% 100.00%	44.56%	55.44%	01.88%	01.77%	33.82%	36.01%	07.61%	16,38%	00.94%	01.13%	00.04%	00.04%	00.23%	00.11%	00.04%	%00.00
Į.	# 83	#3	40	~		330	23	2	m3	·		0	0	0	2	0	0
	% 99.98%	51.80%	48.18%	02.41%	01.20%	45.78%	27.71%	02.41%	15.66%	01.20%	01.20%	00.00%	00.00	00.00%	02.41%	00.00%	00.00%
m×	96 #	20	46	7	0	Ö.	36	6	6	0	garage and specialists	0	0	0	0	0	0
	% 100.01%	52.09%	47.92%	02.08%	%00.00	40.63%	37,50%	0.38%	09.38%	%00'00	01.04%	00.00%	00.00%	00.00%	%00.00	00.00%	00.00%
X7	* 29	77	8	٥	o	2	9	n	o	<b>prod</b>	2	~	0	2	o	0	o
-	% 100.01%	72.42%	27.59%	%00.00	00.00%	44.83%	20.69%	10.34%	00.00%	03.45%	%06.90	06.90%	00.00%	%06.90	%00.00	00.00%	00.00%
02	969 #	434	262	35	12	297	166	80	56	17	1.9	~	***	n	, vi	0	0
	%56°56 %	62.35%	37.64%	05.03%	01.72%	42.67%	23.85%	11.49%	08.05%	02.44%	02.73%	00.29%	00.57%	00.43%	00.72%	96.00.00	00.00%
24	# #	9	4	0	0	ഴ	m	<del></del> 4	रर्ल	0	0	0	0	0	0	O	0
,	% 100.00%	KA DROK											7 5				

Primary Criteria: Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria:

DEFENSE\_DISTRIBUTION\_CENTER\_KOREA, DEFENSE DIST DEPOT GUAM MARIANAS, DEF\_DIST\_DEPOT\_RED\_RIVER, DEF\_DIS\_T\_DEPOT\_RICHMOND\_VIRGINIA, DEFENSE\_ENERGY\_SUPPORT\_CENTER, DEFENSE HUMAN RESOURCES ACTIV DEF\_DIST\_DEPOT\_KUWAIT\_SW\_ASIA, DEF DIST DEPOT YOKOSUKA JAPAN, DEF\_DIST\_DEPOT\_CORPUS\_CHRISTI, DEF\_DIST\_DEPOT\_WARNER\_ROBINS, DEF DIST DEPOT OKLAHOMA\_CITY, DEF\_DIST\_DEPOT\_PEARL\_HARBOR, DEF\_DIST\_DEPOT\_CHERRY\_POINT, DEF\_DIST\_DEPOT\_PUGET\_SOUND, DEF\_DIST\_DEPOT\_SUSQUEHANNA, DEF\_DIST\_DEPOT\_JACKSONVILLE, DEF\_DIST\_DEPOT\_SAN\_DIEGO, DEF\_DIST\_DEPOT\_SAN\_JOAQUIN, DE F DIST MAPPING ACTIVITY, DEF NATIONAL STOCKPILE CTR, DEF DIST DEPOT TOBYHANNA, DEF\_REUTIL\_MKTG\_SERVICE, DEF DIST DEPOT SIGONELLA, DEF\_DIST\_DEPOT\_COLUMBUS, DEF\_DIST\_DEPOT\_ANNISTON, DEF\_DIST\_DEPOT\_BARSTOW, DEF\_DIST\_DEPOT\_NORFOLK, DEF\_DIST\_DEPOT\_EUROPE, DEF DIST DEPOT ALBANY, D EF DIST DEPOT HILL, DEF DIST CENTER PA, DAPS\_HEADQUARTERS,

RCLF Criteria:

4SP

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2006

Printed on: 01/31/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

					1 11 11 11	-												
					anyan arang arang ang managana arang a		white		Black or Ame	Black or African American	American Indian or Alaska Native	n Indian a Native	AS	Asian	Native Hawa or Other Pac Islander	Native Hawaiian or Other Pacific Islander	Races	Ses
	, product to	ž	male	female	male	female	male	female	male	female	male	female	male	female	e e u	female	e a	female
Executive/Senior	#	226	146	80	~	n	132	70	-	9	The second secon		0	0	0	0	0	0
and Managers	- %	100.00%	64,60%	35,39%	00.88%	01.33%	58,41%	30.97%	04.87%	02.65%	00.44%	00.44%	%00.00	%00'00	%00.00	%00.00	00.00%	00.00%
Mid-Level	*	1,832	1,007	825	37	20	835	631	112	157	6	'n	10	11	2	<b>***</b>	~	0
Managers	కో	100,66%	54.97%	45.02%	02.02%	01.09%	45.58%	34,44%	06.11%	08.57%	00.49%	00.27%	00.55%	00.60%	00.11%	00.05%	00.11%	00.00%
First-Level	#	8,084	3,838	4,246	174	147	2,860	2,686	679	1,280	38	*	77	78	Ø	10	4	
Managers	8	100.00%	47.47%	52.51%	02.15%	01.82%	35.38%	33,23%	08.40%	15.83%	00,47%	00.54%	00.95%	%96.00	00.07%	00.12%	00.05%	00.01%
TOTAL Officials	**	10,142	4,991	5,151	213	170	3,827	3,387	802	1,443	48	20	87	58	90	11	9	<b>+-4</b>
	8	100.00%	49.21%	50.80%	02.10%	01.68%	37.73%	33.40%	07.91%	14.23%	00.47%	00,49%	00.86%	00.88%	00.08%	00.11%	00.06%	00.01%
Officials and Managers RCLF	Ę	100%	49.32%	50.42%	03.92%	03.94%	37.86%	37.55%	04.39%	05.97%	00.22%	00.29%	02.17%	01.86%	%90.00	00.04%	00.70%	00.77%
Professionals	#	2,526	1,502	1,024	62	31	1,194	740	169	209	10		62	w w	4	***	****	grandj
	%	100.00%	59.46%	40.55%	02.45%	01.23%	47.27%	29.30%	06.69%	08.27%	00.40%	00.28%	02.45%	01.39%	00.16%	00.04%	00.04%	00.04%
Professionals RCLF	CL.F	100%	63,65%	35,08%	02.69%	01.82%	51.03%	26,84%	03.44%	03.64%	00.20%	00.12%	05.38%	02.18%	00.04%	00.00%	00.87%	00,48%
Technicians	*	206	162	44	4	y-04	132	32	23	Ø	0		~	-	0	0	0	0
	8	100.00%	78.65%	21,37%	01.94%	00.49%	64.08%	15,53%	11.17%	04.37%	00.00%	00.49%	01.46%	00.49%	00.00%	00.00%	00.00%	00.00%
Technicians RCLF	CLF	100%	73.31%	26.21%	05.34%	02.43%	57.77%	18,93%	05.83%	02.91%	00.00%	%00'00	03.40%	01.94%	%00'00	00.00%	%/6:00	00.00%
Sales Workers	*	0	٥	0	٥	0	0	0	o	0	0	0	0	0	0	0	0	0
	8	100.00%	00.00%	00.00%	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	00,00%	00.00%	%00.00	%00.00	00.00%	00.00%
Sales Workers RCLF	S	100%	00.00%	\$00.00%	%00'00	%00.00	00.00%	%00.00	%00'00	00.00%	00.00	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00	00.00%
Office and	*	3,251	1,533	1,718	76	62	1,017	1,024	364	546	17	22	49	57	œ		2	0
	%	100.00%	47.16%	52.85%	02.34%	01.91%	31.28%	31.50%	11.20%	16.79%	00.52%	00.68%	01.51%	01.75%	00.25%	00.22%	00.06%	00.00%
Office and Clerical RCLF	ical	100%	36.08%	63.30%	03.60%	04.92%	26.08%	47.77%	04.31%	07.54%	00.22%	00.46%	01.23%	01.72%	%90.00	90.06%	00.58%	00.83%
Craft Workers	*	781	758	23	38	**************************************	581	13	108	80	रूप स्प	<del></del> 1	22	0	-1	0	0	0
	%	100.00%	%90.76	02.94%	04.48%	00.13%	74.39%	01.66%	13.83%	01.02%	01.41%	00.13%	02.82%	00.00%	00.13%	%00.00	%00.00	00.00%
Craft Workers RCLF	ACLF	100%	03 47%	2000 60	0									Samuel and the same of the sam				The second of th

Operatives	#	1,864	1,507	357	123	23	868	145	442	168	26	9	43	15	in	0	0	0
	8	&100.00%	80.85%	19.14%	%09.90	01.23%	46.57%	07,78%	23,71%	09.01%	01.39%	00.32%	02.31%	00.80%	00.27%	%00.00	%00.00	%00.00
Operatives RCLF	5	100%	74,14%	25.33%	11,64%	05.58%	48.18%	13.95%	11,05%	04.51%	00.70%	00.16%	01.23%	00.75%	00.05%	%00.00	01.29%	00.38%
Laborers	*	1,592	1,272	320	8118	28	754	151	325	122	ō.	, vo	es es	13	£ 7	<b>v</b> -mi	0	0
	%	100.00%	79.90%	20.09%	07.41%	01.76%	47.36%	09,48%	20,41%	07.66%	00.57%	00.31%	03.33%	00.82%	00.82%	00.06%	%00.00	%00.00
Laborers RCLF	u.	100%	84,35%	15.63%	11.49% 01.88%	01.88%	56.78%	10,11%	12.56%	02.95%	00.82%	00.19%	01.07%	00.25%	00.06%	00.00%	01.57%	00.25%
Service Workers	**	416	385	<u>ي</u>	16	****	287	23	(9	7	9	•	on .	0	0	o	0	. 0
	8	100,00%	92.55%	07.45%	03.85%	00.24%	%66.89	05.53%	16.11%	01.68%	01.44%	90.00%	02.16%	00.00%	%00.00	00.00%	00.00%	%00.00
Service Workers RCLF	٤	100%	86.77%	11.77%	06.73%	00.96%	69.23%	08.41%	08.17%	02.16%	00.72%	00.00%	00.96%	%00.00	%00.00	%00.00	%96.00	00.24%
TOTAL WORKFORCE	*	20,778	12,110	8,668	647	317	8,660	5,515	2,300	2,512	127	92	328	210	30	20	o	7
	8	100.00%	58.28%	41.72% 03.11%	03.11%	01.53%	41.68%	26.54%	11.07%	12.09%	00.61%	00,44%	01.58%	01.01%	00.19%	00.10%	00.04%	00.01%
TOTAL RCLF		100%	56,55%	42.87%	05.28%	03.61%	42.23%	31.55%	05.64%	05.25%	00.32%	00,26%	02.19%	01.55%	00.05%	00.03%	00.84%	00.62%

Primary Criteria:

Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria:

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07 Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 1 to 12.

<sup>\*\*\*</sup> DLA is not yet collecting this data.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

	:		TOTAL								RACE,	RACE/ETHNICITY	<b>*</b>					
		ū	EMPLOYEES	ທ	Sept.	Hispanic or	Non-His	Non-Hispanic or Latino	atino									
ş.,	·						White	2	Black or African American	African	Asian	5	Native Hawaiian or Other Pacific Islander	walian or Pacific Ider	American Indian or Alaska Native	ierican Indian or Alaska Native	Two.or more/Other	Two.or more/Other races
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-1	*	0	0	0	0	0	0	•	0	0	0	0	0	0	0	0	0	0
	%	%00.00	9600 00	00.00%	%00.00 %	%00.00	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	00.00%	%00:00	00.00%	%00°00	00.00%
GS - 2	#	0	0	0	<b>\$</b>	٥	0	0	•	0	0	0	0	o	O	0	0	0
	8	%00.00	00.00%	%00'00	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	00,00%	00.00%	00.00%	%00.00	%00.00
GS - 3	#	28	ñ	23	emel		9	_	₹.	'n	0	0	0	0	0	o	0	0
	%	100.00%	53.57%	46.43%	03.57%	03.57%	35.71%	25.00%	14,29%	17.86%	%00.00	%00.00	%00.00	90.00%	00.00%	%00.00	00.00%	%00'00
6S - 4	*	177	¥	103	<b>.</b>	₹	42	09	26	3.6	4	2	0	0	***		0	0
	%	99.99%	41.80%	58.19%	00.56%	02.26%	23.73%	33.90%	14.69%	20.34%	02.26%	01.13%	00.00%	00.00%	00.56%	00.56%	00.00%	%00.00
GS - 5	#	712	322	390	4	7	204	240	82	117	4	19	0	***	9	2	2	0
	%	100.00%	45.23%	54.77%	01.97%	01.54%	28.65%	33.71%	11.52%	16,43%	01.97%	02.67%	00.00%	00.14%	00.84%	00.28%	00.28%	%00.00
9 - 89	*	736	322	41.4	23	16	214	232	72	154	80	Ø	N		m	'n	0	0
	%	100.01%	43,76%	56,25%	03.13%	02.17%	29.08%	31.52%	09.78%	20.92%	01.09%	00.82%	00.27%	00.14%	00.41%	00 68%	00.00%	%00.00
65 - 7	*	1,702	822	880	33	32	599	515	162	285	<u>o</u>	<u>۳</u>		4	ın	2	<b></b>	0
	%	100.01%	48.30%	51.71%	02.06%	01.88%	35.19%	30,26%	09.52%	16.75%	01.12%	01.82%	%90.00	00,24%	00.29%	00.76%	00.06%	00.00%
8-89	*	35	42	S	2	2	Š	35	ĸ	æ	0	9	0	· ·	o	·	o	0
	%	100.00%	44.21%	55.79%	02.11%	02.11%	36.84%	36.84%	05.26%	08.42%	00.00%	06.32%	00.00%	01.05%	%00.00	01.05%	%00.00	00.00%
6 S	*	1,799	833	996	43	*	209	909	154	287	22	24	7	in	o	1.0	0	O
	8	100.00%	46.30%	53.70%	02.39%	01.89%	33.74%	33.69%	08.56%	15.95%	01.00%	01.33%	00,11%	00,28%	00.50%	00.56%	00.00%	%00.00
65 - 10	<b>4</b> :	25	15	10	0	o	(**) ***	ಉ	7	gend	0	0	0	•	o	quad.	0	o
	%	100.00%	60.00%	40.00%	00.00%	00.00%	52.00%	32.00%	%00.80	04.00%	%00.00	3600.00	00.00%	00.00%	%00.00	04.00%	00.00%	%00.00
GS - 11	*	3,734	1.842	1,892	87	73	1,332	1,182	358	583	14	31	4	**	\$	821	7	***
	%	100.01%	49.33%	50.68%	02.33%	01.96%	35.67%	31.66%	09.59%	15.61%	01.10%	00.83%	00.11%	00.11%	00.48%	00.48%	00.05%	00.03%
GS - 12	*	3,985	2,119	1,866	8	42	1,679	1,298	272	459	S.	æ	**************************************	7	23	18	2	0
1	%	100.01%	53.18%	46.83%	02.01%	01.36%	42.13%	32.57%	06.83%	11.52%	01.48%	00.88%	00.10%	00.05%	00.58%	00.45%	00.05%	%00.00

	CTO/T		e Se	3	17	834	617	108	159.		σ.	<b>~</b> 1	<del></del> i	œ	2	7	- v - v -
%	99.97%	55,68%	44.29%	02.03%	00.93%	45.85%	33.92%	05.94%	08.74%	01.26%	00.49%	00.05%	%50'00	00,44%	00.11%	00.11%	00.05%
GS - 14	769	452	317	\$2	10	388	233	43			2	years with the		8	m	0	0
%	100.00%	58.78%	41.22%	01.95%	01.30%	50.46%	30.30%	05.59%	07,67%	Walter Street	01.56%	00,13%	%00.00	00.26%	00.39%	%00.00	%00.00
GS - 15 #	298	194	104	~	m	117	සි	6		www.	0	0	0	· ***	2	o	0
%	100.01%	65.11%	34,90%	%29.00	01.01%	59,40%	29.53%	04.36%	03.69%	$t_0 = \cdots = r$ ,	%00.00	00.00%	%00.00	00.34%	%29'00	00.00%	%00.00
All #	0	٥	0	0	0	0	0	0	o	0	o	0	0	0	o	٥	0
GS %	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	00.00%	-%00.00	%00'00	%00'00	%00.00	%00.00	00.00%	00,00%	%00.00	00.00%	%00.00
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	%00.00	%00.00	%00.00	00.00%	%00.00	%00.00	00.00%	%00.00	%00'00	00.00%	%00.00	.00.00%	%00.00	00.00%	%00 00	00.00%	%00.00
TOTAL #	15,879	8,065	7,814	340	257	6,134	5,121	1,301	2,164	190	175	'n	<b>5</b>	92	76	o	2
%	100.00%	50.79%	49.21%	02.14%	01.62%	38.63%	32.25%	08:19%	13.63%	01.20%	01 10%	%60.00	00.12%	00.48%	00.48%	00.06%	00.01%

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Critería: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes GS/GM; SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

			TOTAL								RACE/E	RACE/ETHNICITY						
		ш	EMPLOYEES	**	31	Hispanic or	Non-Hisp	Non-Hispanic or Latino	tino									
							White	4	Black or Ame	Black or African American	Asian	E	Native Hawaiian or Other Pacific Islander	walian or Pacific Ider	America or Alask	American Indian or Alaska Native	Two more, rae	Two or more/Other races
	L	¥	make	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade -	*	0	٥	0	0	0	0	0	٥	0	0	•		0	0	O	0	Ó
<b>*</b>	8	%00.00	00.00%	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00	%00.00
Grade -	##	œ	'n	m	<b>y</b>	0	~	****	2	2	0	0	0	0	0	o	0	0
ł	%	100.00%	62.50%	37.50%	12.50%	%00.00	25.00%	12.50%	25.00%	25.00%	00.00%	00.00%	%00.00	%00.00	%00.00	00.00%	%00:00	00.00%
Grade -	*	6	7	7	-	0	<b>673</b>		٣	•	0	۰	G	0	0	o	0	0
<b>)</b>	8	%66.66	77:77%	22.22%	11.11%	%00.00	33,33%	11.11%	33,33%	11.11%	%00.00	20.00%	%00°00	%00.00	%00'00	00.00%	%00.00	%00.00
Grade -	*	159	121	<b>\$</b>	23	-	09	17	28	ō	ø	m	***	н	0	***	0	0
P	8	100.01%	76.11%	23.90%	14.47%	04.40%	37.74%	10.69%	17.61%	05.66%	05.66%	01.89%	00.63%	00.63%	00.00%	00.63%	0.00%	00.00%
Grade -	*	2,613	2,105	508	160	36	1,215	216	622	228	7	17	16	0	21	F	0	0
<b>)</b>	%	100.00%	86.55%	19.45%	06.12%	01.38%	46.50%	08.27%	23.80%	08.73%	02.72%	00.65%	00.61%	%00'00	00.80%	00.42%	00.00%	%00.00
Grade -	*	970	773	197	73	n	479	103	175	7	26		· · · · · · · · · · · · · · · · · · ·	0	1.5	M	0	0
	%	100.01%	79.70%	20.31%	07.53%	01.34%	49.38%	10.62%	18.04%	07.32%	02.68%	00.72%	00.52%	00.00%	01.55%	06.31%	00.00%	%00.00
Grade -	*	371	280	91	23	~	188	46	59	æ	7	6	0	٥	m	<b>**</b>	•	0
	8	100.00%	75.47%	24.53%	06.20%	00.54%	50.67%	12.40%	15.90%	08.89%	01.89%	02.43%	00.00%	00.00%	00.81%	00.27%	%00'00	%00.00
Grade - 8	*	272	265	7	7	0	175	4	57	m	4	•	N	٥	Ŋ	0	0	, <b>o</b>
	8	100.01%	97.44%	02.57%	04.41%	%00.00	64,34%	01.47%	20.96%	01.10%	05.15%	00.00%	00.74%	00.00%	01.84%	00.00%	%00.00	%00.00
Grade - 9	*		108	m	ব	0	85	7	13	<b>Y</b> -**(	~	۵	0	o	8	o	0	0
	8	%66.66	97.29%	02.70%	03.60%	%00.00	76.58%	01.80%	13.51%	%06.00	01.80%	%00.00	%00.00	00.00%	01.80%	%00.00	%00.00	%00.00
Grade -	#	246	243	m	∞	****	186	~	41	0	พ	٥	Ö	0	er's	0	0	o
	%	100.00%	98.78%	01.22%	03.25%	00.41%	75.61%	00.81%	16.67%	%00.00	02.03%	00.00%	%00.00	%00.00	01.22%	00.00%	9600.00	%00.00
Grade -	**	149	1.46	m	4	***	127	ş4	σ	, m,	m	0	0	0	m	Ó	0	0
	%	%86.66	%16'16	02.01%	02.68%	00.67%	85.23%	00.67%	06.04%	00.67%	02.01%	00.00%	%00.00	%00'00	02.01%	00.00%	00.00%	00.00%
Grade -	*	25	24		0	0	22	<b>+</b>	₩.	0	<b></b>	0	o	0	0	٥	c	0
	8	100.00%	%00°96	04.00%	04.00% 00.00%	00.00%	88.00%	04.00%	04.00%	%00.00	04.00%	%00.00	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00

Grade -	*	æ	œ	0	0	0	æ	0	0	0	0	٥	٥	0	0	0	0	0
) (	%	100.00%	100.00%	%00.00	%00.00	00.00%	100.00%	00.00%	%00.00	%00.00	%00.00	%00.00	%00'00	%00.00	%00.00	00.00%	00.00%	00.00%
Grade -	<b>7</b> #±	0	0	0	٥	0	0	0	0	0	. 0	0	0	0	0	0	0	0
•	8	00.00%	00.00%	%00.00	00.00%	%00.00	00.00%	%00.00	%00.00	%00.00	00.00%	%00'00	%00'00	00.00%	%00 00	00.00%	%00'00	00.00%
Grade -	*	m	ĸ	0	0		~	0	O	0		0	0	0	0	0	0	0
	8	100.00%	100.00%	%00.00	00.00%	00.00%	66.67%	%00.00	%00'00	%00.00	33.33%	%00.00	%00.00	00.00%	%00.00	%60.00	%00'00	%00.00
¥ Š	*#±	~	N	0	0	0	8	O	o	0	0	0	0	0	0	٥	0	0
Wage Grades	8	100.00%	100.00%	00.00%	00.00%	%00.00	100.00%	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	%00.00	00.00%
TOTAL	*#:	4,946	4,090	85.6	300	09	2,554	394	1,012	349	139	36	24	***	52	2	a	0
	%	100.01%	82.70%	17.31%	06.25%	01.21%	51.64%	07.97%	20.46%	07.06%	02.81%	00.73%	00,49%	00.02%	01.05%	00.32%	00.00%	%00.00

Primary Criteria; Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status.

Percentages are based on row totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

Ali				1															
Aii				MPLOYEE	<b>ω</b>	Misp	inic or	Non-His		atino			1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	5 			Simple And South Company		
All         male         female         male         female         male						<b>.</b>		\$	2	Black or Amer	African	¥S.	Aslan	Native Hawa Pacific	Native Hawaiian or Other Pacific Islander	American	American Indian or Alaska Native	Two or more races	more
#         1,843         921         922         30         32         702         621         165           P6         100.00%         49,97%         50.03%         01.63%         01.74%         38.09%         33.70%         08.85%         1           P6         100.00%         43,42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%         1           P6         100.00%         34.09%         56.56%         04.74%         05.27%         226         393         26           P6         100.00%         61.38%         34.69%         65.92%         01.75%         02.76%         28.32%         01.55%         02.56%         02.76%         28.32%         03.26%         03.56%			¥	make	female	male	female	male	female	male	female	male	female	male	fernale	mate	female	male	-
96         100.00%         49.97%         50.03%         01.74%         38.09%         33.70%         08.95%         1           15         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%         0           16         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%         0           16         10         10         272         526         14         22         226         393         26           16         10         00%         34.09%         65.92%         01.97%         01.62%         52.49%         31.11%         02.52%         03.26%           16         100.00%         61.38%         63.46%         01.97%         01.62%         52.49%         31.11%         02.52%         02.52%           16         100.00%         61.38%         63.46%         02.21%         02.72%         52.49%         31.11%         02.52%         02.52%           16         100.00%         61.38%         63.46%         02.21%         02.72%         26.45%         37.47%         03.55%         02.55%         02.55%         02.55%         02.5	30	**	1,843	92	922	30	32	702	621	165	246	- - - - - - -	15	<del>-</del>	2	q	5	~	ļ.
01         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           1         798         272         526         14         22         226         39.34%         04.89%           3         100.00%         34.09%         65.92%         01.75%         02.76%         22.49%         31.11%         02.52%           4         100.00%         61.38%         38.62%         01.97%         01.62%         52.49%         31.11%         02.52%           4         2.170         793:         1.377         48         59         574         813         151           5         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.44%         02.55%           10         100.00%         36.55%         63.46%         02.21%         02.12%         39.24%         30.24%         02.55%           6         100.00%         36.55%         63.46%         04.74%         05.27%         30.24%         30.44%         04.89%           10         10         20         36.26%         04.74%         05.27%         30.24%         30.48%         04.89%		%	100.00%	49,97%	on the second	01.63%	01.74%	38.09%	33.70%	08.95%	13.35%	00.66%	00.81%	00.05%	00.11%	00.54%	00.27%	00.11%	, 0
4         798         272         526         14         22         226         393         26           45         100.00%         34.09%         65.92%         01.75%         02.76%         28.32%         49.25%         03.26%           100.00%         61.38%         65.92%         01.57%         01.62%         52.49%         31.11%         02.52%           4         100.00%         61.38%         63.46%         01.57%         01.62%         52.49%         31.11%         02.52%           2         100.02%         61.38%         63.46%         02.21%         02.72%         26.45%         37.47%         06.56%           2         100.02%         46.96%         63.66%         02.21%         02.72%         26.44%         37.47%         06.56%           4         100.00%         36.55%         03.27%         02.21%         37.47%         06.96%         02.55%           6         100.00%         46.96%         10.74%         05.27%         30.24%         37.47%         04.88%           7         8         86.2         10.000%         43.42%         43.42%         42.56%         30.24%         30.24%         30.74%         42.88%           <	030 RCL1		%86'66	43,42%		04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	%80.00	00.24%	00.40%	00.67%	
96         100.00%         34.09%         65.92%         01.75%         02.76%         28.32%         48.25%         01.57%         01.62%         52.49%         31.11%         02.52%           LF         100.00%         61.38%         38.62%         01.97%         01.62%         52.49%         31.11%         02.52%           P%         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           P%         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           P%         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           P%         100.00%         36.55%         01.97%         00.12%         63.69%         12.56%         02.55%           P%         100.00%         80.75%         19.27%         01.97%         00.12%         39.74%         04.89%           P         100.00%         50.92%         49.08%         01.23%         00.74%         42.75%         39.74%         04.89%           P         100.00%         50.92%         49.08%         01.23%         00.1	8 8 8	*	798	272	526	4	22	226	393	26	92	m	9	0	m	7	10		
43         100.00%         61.38%         38.62%         01.97%         01.62%         52.49%         31.11%         02.52%           44         2.170         793         1,377         48         59         574         813         151           25         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           25         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           25         100.00%         46.96%         53.06%         02.21%         02.72%         26.45%         37.47%         06.96%           26         166         17         1         549         109         109         109           4         100.00%         80.75%         13.27%         01.97%         00.12%         63.69%         12.65%         04.74%         05.27%         30.24%         30.74%         04.89%           10         100.00%         80.35%         43.42%         01.23%         01.07%         42.56%         30.74%         04.89%         06.15%           4         100.00%         50.92%         49.07%         01.23%         00.7	4		100.00%	34,09%	65.92%		02.76%	28.32%	49.25%	03.26%	11.53%	06.38%	00.75%	9,000,00	00.38%	00.25%	01.25%	00.13%	0
#         2,170         793         1,377         48         59         574         813         151           96         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           10         100.02%         46.96%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           1         100.02%         46.96%         53.06%         02.21%         02.72%         26.45%         37.47%         06.96%           4         862         696         166         17         1         549         109         109           6         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         04.89%           10         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           6         100.00%         50.92%         49.08%         01.33%         01.07%         42.78%         37.43%         04.89%         06.15%           7         4         36.93%         01.07%         02.27%         30.24%         37.43%         06.50% <th< th=""><td>034. RCL</td><td>m u_</td><td>100.00%</td><td>61.38%</td><td>38.62%</td><td>01.97%</td><td>01.62%</td><td>52.49%</td><td>31.11%</td><td>02.52%</td><td>03.28%</td><td>03.40%</td><td>01.89%</td><td>00.03%</td><td>00.03%</td><td>00.15%</td><td>00.14%</td><td>00.82%</td><td>, <b>o</b></td></th<>	034. RCL	m u_	100.00%	61.38%	38.62%	01.97%	01.62%	52.49%	31.11%	02.52%	03.28%	03.40%	01.89%	00.03%	00.03%	00.15%	00.14%	00.82%	, <b>o</b>
Ph         100.00%         36.55%         63.46%         02.21%         02.72%         26.45%         37.47%         06.96%           15         100.02%         46.96%         53.06%         02.21%         03.16%         39.80%         42.73%         06.96%           15         100.02%         46.96%         53.06%         02.86%         01.97%         00.12%         63.69%         12.65%         10.09           16         17         1         549         10.9         10.9         10.9           16         99.38%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           16         99.38%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           17         39.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           18         748         381         36.         49.08%         01.07%         42.78%         36.23%         05.08%           4         100.00%         50.93%         49.07%         04.20%         02.15%         50.59%         27.43%         06.50%	1102	*	2,170	793	1,377	84	529	574	813	151	471	14	27	<b>T</b>	0	7	Proc	ivy	on Joney wa
122         100.02%         46.96%         53.06%         02.86%         03.16%         39.80%         42.73%         02.55%           LF         862         696         166         17         1         549         109         109           %         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         12.65%           f         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         12.65%           f         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         04.74%         05.27%         30.24%         39.74%         04.89%           f         100.00%         50.92%         49.08%         01.23%         00.74%         42.56%         30.74%         04.89%         06.15%           f         100.00%         50.93%         49.08%         01.23%         05.27%         30.24%         39.74%         04.89%         05.08%           f         100.00%         50.93%         49.07%         01.07%         42.78%         30.74%         05.08%         05.08%           f         100.00%         50.93%		8	100.00%	36.55%	63.46%	02.21%	02.72%	26.45%	37.47%	06.96%	21.71%	00.65%	01.24%	00.05%	%00'00	%60'00	00.32%	00.14%	O.
#         862         696         156         17         1         549         109         109           %         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         12.65%           10         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           #         813         414         399         10         6         346         276         50           %         100.00%         50.92%         49.08%         01.23%         00.74%         42.56%         33.95%         06.15%           #         100.00%         50.92%         49.08%         01.23%         05.27%         30.24%         39.74%         04.89%           #         748         381         367         14         8         32.0         27.1         38           %         100.00%         50.93%         49.07%         01.87%         01.07%         42.78%         06.50%           #         824         428         396         10         10         309         23.33%         95           #         100.00%         51.93%         48.06% <td>110 RCL1</td> <td>,</td> <td>100.02%</td> <td>46.96%</td> <td>23.06%</td> <td>02.86%</td> <td>03.16%</td> <td>39.80%</td> <td>42.73%</td> <td>02.55%</td> <td>04.70%</td> <td>01.03%</td> <td>01.27%</td> <td>00.05%</td> <td>%90.00</td> <td>00.18%</td> <td>00.30%</td> <td>00.49%</td> <td>0</td>	110 RCL1	,	100.02%	46.96%	23.06%	02.86%	03.16%	39.80%	42.73%	02.55%	04.70%	01.03%	01.27%	00.05%	%90.00	00.18%	00.30%	00.49%	0
%         100.00%         80.75%         19.27%         01.97%         00.12%         63.69%         12.65%         12.65%         12.65%           10         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           #         813         414         399         10         6         346         276         50           %         100.00%         50.92%         49.08%         01.23%         00.74%         42.56%         30.24%         30.24%         04.89%           #         100.00%         50.92%         49.08%         01.23%         05.27%         30.24%         32.74%         04.89%           #         748         381         36.         14         8         32.0         27.4         32.08%           %         100.00%         50.93%         49.07%         01.87%         02.15%         50.59%         27.43%         05.08%           #         824         42.8         36         10         37.50%         28.28%         11.53%           %         100.00%         51.93%         48.06%         01.21%         04.44%         28.23%         48.90%         03.01% <tr< th=""><td>1910</td><td>*</td><td>862</td><td>969</td><td>156</td><td>17</td><td></td><td>549</td><td>109</td><td>109</td><td>20</td><td>12</td><td><b>6</b></td><td>. —</td><td>0</td><td><b>2</b>0</td><td>m</td><td>0</td><td></td></tr<>	1910	*	862	969	156	17		549	109	109	20	12	<b>6</b>	. —	0	<b>2</b> 0	m	0	
LD         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           R         813         414         399         10         6         346         276         50           %         100.00%         50.92%         49.08%         01.23%         00.74%         42.56%         33.95%         06.15%           1         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         04.89%           1         748         381         367         14         8         320         271         38           %         100.00%         50.93%         49.07%         01.87%         01.07%         42.78%         36.23%         05.08%           1         824         428         396         10         10         309         23.3         95           *         100.00%         51.93%         48.06%         01.21%         04.44%         28.23%         48.90%         03.01%           *         100.00%         36.26%         63.74%         02.80%         04.44%         28.23%         48.90%         03.01%			100.00%	80.75%	19.27%	01.97%	00.12%	63.69%	12.65%	12.65%	05.80%	01.39%	00.35%	00.12%	%00.00	%86.00	00.35%	%00'00	0
# 813 414 399 10 6 346 276 50 50 61.5%   96 100.00% 50.92% 49.08% 01.23% 00.74% 42.56% 33.95% 06.15%   97 100.00% 50.92% 49.08% 01.23% 00.74% 42.56% 33.95% 06.15%   98 320 274% 04.89%   98 320 271 38   98 320 271 38   98 100.01% 65.07% 34.94% 04.20% 02.15% 50.59% 27.43% 06.50%   98 428 396 10 10 309 233 95   98 100.00% 51.93% 48.66% 01.21% 01.21% 37.50% 28.28% 11.53%   98 100.00% 36.26% 63.74% 02.80% 04.44% 28.23% 48.90% 03.01% 0	RCE	011	%86.66	43.42%	\$6.56%	04.74%	05.27%	30.24%	39,74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%	0
%         100.00%         50.92%         49.08%         01.23%         00.74%         42.56%         33.95%         06.15%           JF         99.98%         43.42%         56.56%         04.74%         05.27%         30.24%         39.74%         06.15%           f         748         381         36.56%         04.74%         05.27%         30.24%         39.74%         04.89%           f         100.00%         50.93%         49.07%         01.87%         01.07%         42.78%         36.23%         05.08%           f         100.01%         65.07%         34.94%         04.20%         02.15%         50.59%         27.43%         06.50%           f         824         428         396         10         10         309         233         95           %         100.00%         51.93%         48.06%         01.21%         01.21%         37.50%         28.28%         11.53%           f         100.00%         36.26%         63.74%         02.80%         04.44%         28.23%         48.90%         03.01%	2001	*	813	414	399	10	9	346	276	50	103	4	_	0	0	4	*	0	
#         748         33.1         36.56%         04.74%         05.27%         30.24%         39.74%         04.89%           #         748         381         367         14         8         32.0         271         38           %         100.00%         50.93%         49.07%         01.87%         01.07%         42.78%         36.23%         05.08%           F         100.01%         65.07%         34.94%         04.20%         02.15%         50.59%         27.43%         06.50%           #         824         428         396         10         10         309         233         95           %         100.00%         51.93%         48.06%         01.21%         01.21%         37.50%         28.28%         11.53%           F         100.00%         36.26%         63.74%         02.80%         04.44%         28.23%         48.90%         03.01%			100.00%	50.92%	49.08%	01.23%	00.74%	42.56%	33.95%	06.15%	12.67%	00.49%	00.86%	00.00	%00.00	00.49%	00.86%	%00`00	0
# 748 381 367 14 8 320 271 38 % 100.00% 50.93% 49.07% 01.87% 01.07% 42.78% 36.23% 05.08%  # 824 428 396 10 10 309 233 95 % 100.00% 51.93% 48.06% 01.21% 01.21% 38.23% 48.90% 03.01%	200	and 24	%86.66	43.42%	56.56%	04,74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%	. 0
%         100.00%         50.93%         49.07%         01.07%         42.78%         36.23%         05.08%           13         100.01%         65.07%         34.94%         04.20%         02.15%         50.59%         27.43%         06.50%           #         824         428         396         10         10         309         23         95           %         100.00%         51.93%         48.06%         01.21%         01.21%         37.50%         28.28%         11.53%           5         100.00%         36.26%         63.74%         02.80%         04.44%         28.23%         48.90%         03.01%	2003	*	748	381	367	<b>4</b>	<b>20</b>	320	271	38	78	9	in	0	~	m	m	0	1
13         100.01%         65.07%         34.94%         04.20%         02.15%         50.59%         27.43%         06.50%           #         824         428         396         10         10         309         233         95           %         100.00%         51.93%         48.06%         01.21%         01.21%         37.50%         28.28%         11.53%           F         100.00%         36.26%         63.74%         02.80%         04.44%         28.23%         48.90%         03.01%			100.00%	50.93%	49,07%	01.87%	01.07%	42.78%	36.23%	05.08%	10.43%	00.80%	00.67%	%00.00	00.27%	00.40%	00.40%	%00.00	0
# 824 428 396 10 10 309 233 95 % 100.00% 51.93% 48.06% 01.21% 01.21% 37.50% 28.28% 11.53% F 100.00% 36.26% 63.74% 02.80% 04.44% 28.23% 48.90% 03.01%	2002 RCL		100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03,64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%	O
% 100.00% 51,93% 48.06% 01.21% 01.21% 37.50% 28.28% 11,53% 100.00% 36.26% 63.74% 02.80% 04.44% 28.23% 48.90% 03.01%	2005	*	824	428	396	10	10	309	233	56	131	<b>o</b> c	12	=	er)	m	1	7	
100.00% 36.26% 63.74% 02.80% 04.44% 28.23% 48.90% 03.01%			100.00%	51.93%	48.06%	01.21%	01.21%	37.50%	28:28%	11.53%	15.90%	00.97%	01.46%	00.12%	00.36%	999.00	00.85%	00.24%	0
	2005 RCL.F		100.00%	36.26%	63.74%	02.80%	04.44%	and a second of	48.90%	03.01%	07.32%	01.39%	01.76%	00.15%	00.08%	00.23%	00.60%	00.45%	. 0

2010	*#÷	808	347	461	20	-	220	240	97	191	œ	80	0	0	r«	и	0	reje wyr s
	8	100.00%	42.95%	57.05%	02.48%	02.10% 27.23%		29.70%	12.00%	23.64%	00.99%	%66.00	%00.00	00.00%	00.25%	00.62%	%00.00	0
2010 RCLF		100.01%	65.07% 34.94%		04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00,14%	01.09%	•
2210	*	1,260	763	497	28	10	609	375	86	86	20	o o	m	٥	4	5	genis	
	8	100.00%	80.56%	39.44%	02.22%	00.79%	00,79%; 48.33%; 29.76%.	29.76%	07.78%	07.78%	01,59%	00.71%	00.24%	%00'00	00.32%	00.40%	00.08%	G
2210 RCLF	<b>A</b> 3>	100.00%	66.77% 33,23%		03.14%	01.55% 50.42%	50.42%	24.73%	04,29%	03.48%	07.40%	02,89%	00.05%	00.02%	00.24%	00.11%	01.23%	0
6901	#	1,577	1,261	316	117	28	748	149	321	120	S.	೮	en En	₩.	ō	S.	o	part (mare)
	8	100.00%	79.96%	20.04%	07,42%	01.78%		09.45%	20.36%	07.61%	03.36%	00.82%	00.82%	%90.00	00.57%	00.32%	00.00%	O
6901 RCLF	اففس	100.02%	84.39% 15.63%	15.63%	11.39%	01.89%	56.82%	10.06%	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%	00.16%	01.58%	•
6907	*	1,181	928	223	۲	80	512	88	330	120	26	4	'n	0	<del></del>	m	0	tiga garat sa sa
	%	100.00%	81.11%	18:88%	06.01%	81.11% 18:88% 06.01% 00.68% 43.61% 07.45%	43.61%	07.45%	27.94%	10.16%	02.20%	00.34%	00.42%	%00.00	%£6:00	00.25%	00.00%	0
6907 RCLF	<b>~</b> "	100.02%	84.39%	15.63%	11.39%	84.39% 15.63% 11.39% 01.89% 56.82% 10.069	56.82%	10.06%	12,58%	02.99%	01,09% 00,28%	00.28%	%60.00	00.01%	0.084%	00:16%	0.1.58%	0

Primary Criteria:

Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

agenta a constant a co		E.	EMPLOYEES		Hispanic or Latino		Non-Hispar	Non-Hispanic or Latino				1		The second secon		construction of the characteristic for the characteristic construction of the characte	
200,01 ***	garga garan ay ara arana ara a dha a dh						White	ite	Black or Amel	Black or African American	AS	Asian	Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	. Indian Native	È
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of those Identified	%	100.00%	%99.99	33.34%	%00'00	%00'00	52.08%	22.92%	14.58%	10.42%	%00'00	00.00°	%00.00	%00.00	%00'00	.00.00	0.00
0301 RCLF	<b>B</b>	%86.66	43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	9.00
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or mose Identified	%	100.00%	57.90%	42,10%	02.63%	2600,00	44,74%	36.84%	10,53%	02.63%	%00'00	02.63%	%00'00	%00'00	%00.00	%90°00	00
0343 RCLF	ii.	100.00%	61.38%	38.62%	01.97%	01.62%	52.49%	31.11%	02.52%	03.28%	03.40%	01.89%	00.03%	00.03%	00,15%	00.14%	8.00
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of those Identified	%	%66'66	49.99%	50.00%	02.87%	01.72%	31.61%	28.74%	12.07%	16.67%	02.30%	02.36%	00.57%	96.00.00	%00:00	00.57%	00.5
1102 RCLF		100.02%	46,96%	53.06%	02.86%	03.16%	39.80%	42.73%	02.55%	04.70%	01.03%	01.27%	00.05%	%90'00	00.18%	00.30%	00.4
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or those Identified	%	100.01%	76.06%	23,95%	02.82%	9%00.00	56.34%	18.31%	15,49%	04.23%	01.41%	01.41%	%00:00	%00.00	9600000	%00.00	0.00
1910 RCLF	<b>L</b>	99.98%	43,42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	%80'00	00.24%	00.40%	9.00
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2001 RCLF	ш	99.98%	43.42%	56.56%	04.74%	05.27%	30.24%	39,74%	04.89%	07.79%	02.57%	02.34%	%20'00	00.08%	00.24%	00.40%	9.00
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2005 RCLF	<b>5</b>	100.00%	36.26%	63.74%	02.80%	04,44%	28.23%	48.90%	03.01%	07.32%	01.39%	01.76%	00.15%	00.08%	00.23%	00.60%	4.00
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2010 RCLF	ц,	100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	0.1.0
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2210 RCLF		100.00%	66.77%	33.23%	03.14%	01.55%	50.42%	24.73%	04.29%	% 03,48%		07.40% 02.	02.89% 00.0	00.05% 00.02%		00 24% OR	00 11%	010
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6901 RCLF		100.02%	84,39%	15.63%	11.39%	01.89%	56.82% 1	10.06% 1.	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%			01 58
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6907 RCLF	1	100.02%	84.39%	15.63%	11.39%	01.89% 56	.82%	10.06% 12	12.58% (	02.99%	01.09%	00.28%	%60.00	00.01%	00.84%	00.16%		01.58
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Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

POOD WOOD	1		TOTAL	P			* * * * * * * * * * * * * * * * * * *	6	The second secon	4 4 4 5 5 4 1 5 5 1 1 1 1 1 1 1 1 1 1 1	RACE/1	RACE/ETHNICITY	is the first own a transfer and set in the case on		and the second contract to the second contrac	eren gestertententertenten m.m. A.	and special control of the second control of	and the second s
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				:		2		White	Black o Ame	Black or African American	Se .	Asian	Native Hawa or Other Par Islander	Native Hawaiian or Other Pacific Islander	America or Alask	American Indian or Alaska Native	More,	Two or more/Other races
Part of Section 1991 to provide a Section of the Community	*	ŧ	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	1,809	1,221	588	62	26	805	347	304	185	27	21	6	4	12	S. C.	2	0
BONNING SEELES COMMUNICATION IN WAS A SEELES ON THE COMMUNICATION OF THE	*		67.49%	32.51%	100.00%   67.49%   32.51%   03.43%   01.44%   44,	01.44%	44.50%	19,18%	16.80%	10.23%	01.49%	01.16%	9605.00	00.22%	9699 00	00.28%	%FT 00	%600.00
Temporary	#	59	స	24	-	0	28	15	4	7	0	7	***	0		0	0	0
	8	%86.66	59.31%	40.67%	59.31% 40.67% 01.69% 00.00% 47.46%	200.00	47,46%	25.42%	.06.78%	11.86%	00.00%	965.20	01.69%	%00'00	%69.10	%00 00	%00 db	W One
Non- Appropriated	#	0	0	0	O Company of the Comp	0	0	0	0	0	0		0	o	0	: ] [ 0,24 {	0	0
non do dd	*	%00'00	00.00%	%00°00	960.00° 800.00° 00.00% 00.00% 900.00%	%00'00	%00.00	%00.00	9600.00	%00.00	%00.00	%00.00	.00.00.	%00 00	%uo uu	900.00	900 DO	, 00 000
TOTAL	#	1,868	1,256	612	၉၅	26	833	362	308	192	27	472	10	4	13	5	2	0
Control of the contro	8		67.25%	32,76%	100.01% 67.25% 32.76% 03.37% 01.39% 44.59%	01,39%	44,59%	19,38%	16.49%	10.28%	01:45%	01.23%	00.54%	00.21%	.00.70%	.00.27%	00.11%	%.00.00
RCLF	8	100.01% 63.01%	63.01%	37.00%	37.00% 06.71% 03.20%	03.20%	45.50%	26.99%	07.39%	04.72%	01.80% 01.23%	01.23%	00.08%	00.04%	00.47%	00.25%	01.06%	00.57%
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Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria: None

RCLF Criteria: MSA

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

		***	TOTAL		The state of the s		: : : : : : : : : : : : : : : : : : :		A Section of Section in Control of Section in Section i		RACE/I	RACE/ETHNICITY	in the second		* * * * * * * * * * * * * * * * * * *	A the state of the state of the second second	A forkement or construction of	Andre de constituent
		Ē	EMPLOYEES	(A	Hispa	Hispanic or Latino	Non-His	Non-Hispanic or Latino	atino			The Property Section For the last term on the last	The factor by the property of property in	# 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		minima and in the first plan framework	***************************************	Action on the second se
							\$	white	Black or Ame	Black or African American	*	Asian	Native + or Othe Islan	Native Hawaiian or Other Pacific Islander	America or Afask	American Indian or Alaska Native	Twomere	Two or more/Other races
		¥	male	female	male	female	male	female	male	female	male	female	male	female	mate	female	male	female
GRADE: GS 13/14	/14	the constraint of the Market Constraint of the C	***		At all the second secon	***************************************		Andrew Commence of the commenc		9 P					A S C C As No discourse community and many A S C	A 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	And the state of t	A STATE OF THE PARTY OF THE PAR
Total	*	* * *	**	*	· · · · · · ·	***************************************	***	***	*	*	*	***************************************	**	***	* *	*	**	**
Received	%	*	** ** **	***	***	* *	**	***	* * *	* *	* *	* * *	***	***	***	**	***	**
Qualified	*	**	***	***	<b>***</b>	***	**	***	***	***************************************	*	*	*	**	**	*	*	* *
	%	* *	* *	***	* *	*	* *	**	***	* *	* *	* * *	**	**	* * *	**	**	*
Selected	*		9	•	3 (3) <b>3</b> (3)	<b>0</b>	• •	0	•	o	0	•	•	0	•	•	C	666 67
	%	00.00% 0	00.00%	%00'00	%00.00	%00.00	00.00%	%00:00	00.00%	%00.00	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%
Relevant Pool		5,804	25 F	2,672	Z.	7	2,543	1,915	380	618	82	44	Ŷ	8	8	<b>SQ</b>	*	
GRADE: GS 15			Transfer Control of the Control of t	a v a common a company						Y								
Total	*	**	*	***	***	* *	*	**************************************	*	*	**	* ** *	**	*	***	**	***************************************	**
Received	8	***	*	**	* *	* *	**	* *	**	* *	***	* *	**	***	* * *	* *	*	**
Qualified	#	**		****	**	*	*	*	*	*	*	***	***	***	***	***	***	**
	8	* *	***	* *	*	*	* *	**	***	* *	* *	* *	***	***	***	***	**	*
Selected	*	6	•	•	0	0		•		- (1)	•	•		•	•			
3	%	00:00% 00	00.00%	00.00%	00.00%	%00'00	%00.00	00.00%	%00.00	%00.00	%00.00	00.00%	00.00%	%00.00	00.00%	00.00%	%00 00	00 00%
Relevant Pool	0.257	692	<b>4</b> 52	317	12	10	388	233	43	<b>0</b> 5	8	12	, , , , , , , , , , , , , , , , , , ,		•	*		•
GRADE: SES		And the apparent of the property of the proper	* V III TO TO TO THE THE TO TH									\$ 1000000000000000000000000000000000000	10000000000000000000000000000000000000					
Total Applications		* *	* *	*	***	*	***************************************	*	***	漢字	***************************************	**	***	***************************************	**	*	**	**
Received	%	***	* *	*	**	*	* *	* *	*	**	* *	* *	***	***	* *	**	* *	*
Qualified	**	* * *	* * *	* * *	(1.00 <b>*</b> (1.00 <b>*</b>	*	* * *	*	**	**	*	***	多高音	***	***	**	***	**
	8	* *	*	* *	* *	*	***	**************************************	*	* *	**	***	* *	***	***	***	* *	**
Selected	**	<b>a</b>	•				•	0	0		0	ò	0	0	6	•	0	O
	%	00'00% 00	00.00%	%00.00	00.00%	%00.00	%00.00	%00'00	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	%00.00	%00:00	00:00%	00.00%
Relevant Pool		208	<b>194</b>	***	**************************************	**************************************	177	88	13			o	q	30			0	0
				A Company of the Comp	*********	******	The state of the s			A STATE OF THE STA				The second secon	後にもなるとなるができ		に対象のは対象が	

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

\*\*\* This data is not available.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

	,																	
	t dad described a second	Ĭ.	EMPLOYEES		Hispanic	Hispanic or Latino	Non-Hispa	Non-Hispanic or Latino	O		* * * * * * * * * * * * * * * * * * *		manufacture of the second of t	4 M M M M M M M M M M M M M M M M M M M			THE RESERVE OF STREET, SALVES	\$100 to \$100 to 100 to
							***	white	Black or Ame	Black or African American	*	Asian	Native Ha Other Islai	Native Hawaiian or Other Pacific Islander	American Alaska	American Indian or Alaska Native	Two or more/Other races	o or her race
Arriva A comment of the state o			mate	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-off Awards	ds - 1-9 hours	hours	5 th 5 5 th 6 5 th 10 th	9	-								* * * * * * * * * * * * * * * * * * *	the design of a first special property and the special property of the special	Address accommended to the majoritor may	PART III A III AIII AIII III III III III II	Control of the Champarkinson of the Control	
Total Time- off Awards	Ϋ́ *	5,252	2,664	2,588	125	85	1,841	1,526	619	905	45	0	9	55	27	17		0
- 1-9 hours	% 100	100.00%	50.72%	49.28%	02.38%	01.62%	35.05%	29.06%	11,79%	17,23%	%98.00 %98.00	%00.00	00.11%	01.05%	00 51%	9678-00	00:02%	%00.00
Total Hours	E .	31,219	15,793	15,426	799	524	10,924	9,546	3,595	5,236	313	0	0	0	161	120	-	() () ()
Average Hours		5.94	565	5.96	68.9	6.16	\$ <b>6</b>	5.26	5.81	5.79	96'9	90 0	00.0	0.00	9.96	7.06		, coro
Time-off Awards - 9+ hours	d + 6 - sb	ours	a Vilence man confidence and service on district															
Total Time-	9 #	899	315	353	13	8	240	254	51	8.1	4	9	-	0	9	4	C C	G
over 9 hours	001 %	100.01%	47.16%	52.85%	01.95%	01.20%	35.9396	38.02%	07.63%	12.13%	%09.00	360 00 00 30 00	00.15%	%00'00	%06.00	%09.00	, 00,00%	00:00
Total Hours	17	17,003	8,630	8,373	376	210	6,581	6,093	1,313	1,816	104	130	40	C	216	30 <b>3</b>	•	
Average Hours		25.45	27.40	23/72	28.92	26.25	27.42	23.99	25.75	22.42	26.60	25 nn	40.00	, 900	)		> 6	- S
Cash Awards -	- \$100 - \$500	200	The second secon															*** *** *** ***
Total Cash Awards	# 16,	16,120	10,336	5,784	828	286	7,073	3,649	1,806	1,555	461	228	52	17	112	49	4	c
\$500 and under	66 %	%66;66	64.11%	35.88%	05.14%	97.4	43.88%	22.64%	11.20%	09.65%	02.86%	01.41%	00,32%	00.11%	00.69%	9,06,00	00.02%	00.00%
Total Amount	4,50	4,507,638 2,	2,691,090	1,816,548	205,833	78,494	1,863,321	1,163,464	466,413	483,751	115,603	69,814	11,700	4,525	27.360	16.500	860	(2) (3) (4)
Average Amount	<b>N</b>	279.63	260.36	314.06	248,59	274.45	263.44	118.84	258.26	\$0.11£	250.77	306.20	225.00	266.18	244,29	336.73	215.00	0.00
Cash Awards -	- \$501+																	
Total Cash Awards	# 11,	11,352	5,891	5,461	272	169	4,531	3,796	872	1,326	145	114	12	4	55	41	*	***
والمستعلقات والمتا	100	100.00%	51.90%	48 10%	02.40%	01.49%	39.91.8% 39.91.9%	33.44%	07.68%	11,68%	01.28%	01:00%	00.11%	00 12%	00.48%	900.36%	00.04%	00.01%
Total Amount	17,20	17,205,153 9,	9,058,142 8	8,147,011	353,134	234,017	7,235,077	5,869,583	1,186,748	1,823,684	185,807	137,973	13,100	15,204	77,032	65.700	7.244	850
Average Amount	Б Ц	1,515.61	1,537.62	1,491,85	1,298.29	1,384,72	1,596.79	1,546.25	1,360.95	1,375,33	1,281.43	1,210,29	1,091.67	1,086.00	1,400,58	1,602,44	1,811.00	850,00
Quality Step Increases (QSIs)	creases (	(QSIs)		Proceedings of Space Subject of the Space of														
Total QSIs Awarded	**	546	285	261		<b>1</b>	230	200	31	45	6	3	0	2	4	0	0	0
***************************************	5 66 %	9,66,66	52.19%	47.80%	02.01%	02.01%	42.12%	36.63%	05,68%	08.24%	%5910	%55.00	%00.00	%2200	00.73%	%00'00	%00.00	96.00
Total Benefit	*	**	*	* *	***	******	**************************************	* *	***	***	* * *	***	* * *	***	***	***	***	*
Augrana Bonadit		***	***						\$550 D00000000000	A STATE OF S	Addish a a a a a a a a a a a a a a a a a a a		ر ماردر در ش در شرد شده در شود. }	to the first of the first on the section as an interest of the		100000000000000000000000000000000000000		Address of the Market

Secondary Criteria: None

Location Criteria: All Locations

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

\*\*\* This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

		1								RACE/E	RACE/ETHNICITY	<b>*</b>					
		EMPLOYEES	Į,	Hispanic or	nic or		Hispanic or Latino	atino				*	, s , s , s , s , s , s , s , s , s , s			A Company of the Comp	and the state of t
	et en der				2	Š	White	Black or African American	African	Asian	6	Native Hawalian or Other Pacific Islander	awalian · Pacific · rder	America or Alask	American Indian or Alaska Native	Tw. more/ rac	Two or more/Other races
	₹	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary #	# 1,735	1,152	583	64	25	813	386	208	143	T S	24	5	-	I	4	0	0
and a second of a	% 100.00%	100.00% 66.40% 33.60% 03.69% 01.44%	33.60%	%69.20	01.44%	46.86%	46.86% 22.25% 11.99%	11.99%	08.24% 02.94%		01.38%	%62'00	%90.00	%69.00	00,23%	%00'00	%00'00
Involuntary #	4 166	134	32	6	<b>~</b> i	59	15	63	15	2	0	0	0	-	The second secon	0	0
	%66°66 %	99.99% 80.71% 19.28% 05.42%	19.28%	05,42%	00,60% 35.54% 09.04%	35.54%	1000	37,95%	09.04%	01,20%	%00 00	%00'00	%00.00	%09:00	00.60%	%00.00	%00′00
Total #	# 1,942	1,311	631	47	26	890	405	275	169		25	2	-	12	n	0	0
و شدًا من وشد و	400.00%	% 100.00% 67.51% 32.49% 03.81% 01.34% 45.83% 20.85%	32.49%	03.81%	01.34%	45.83%	12200	14.16%	08,70%	02,83%	01,29%	00.26%	00.05%	%č9'00	9,92,00	%00.00	00:00%
Total Work #	# 20,825	12,155	8,670	649	317	8,688	5,515	2,313	2,513	329	211	39	20	128	65	6	2
	100.00%	% 100.00% 58.37% 41.63% 03.12% 01.52% 41.72% 26.48% 11.11% 12.07% 01.58% 01.01% 00.19%	41.63%	03.12%	01.52%	41,72%	26.48%	11.11%	12,07%	01.58%	01.01%	00.19%	00,10%	00.61%	00.44%	00.04%	%10.00

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.

## Table B1: Total Workforce - by Disability FY 2006

Part	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		TOTAL	-	Total by Disability Status	ability Sta	tus				Detail f	Detail for Targeted Disabilities	Disabilities			
1				[05] No Disability	Service and a se	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
4         21,159         18,725         574         1,422         438         121         33         27         63         27         63         27         59           %         10,000%         88.50%         02,71%         64,72%         02,47%         06,47%         06,45%         06,14%         06,13%	TOTAL					And the first of t	e er	and an expensive section of the sect				2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2				
4         100.00%         886.5%         60.77%         60.27%         60.16%         60.13%         60.10%         60.12%         60.12%         60.12%         60.12%         60.12%         60.12%         60.12%         60.10%         60.12%	FY 2005	*	21,159	18,725	574	1,422	438	121	33	27	63	21	59	44	25	15
4         20,327         16,556         522         1,438         411         110         30         26         60         21         53           %         100,00%         88,67%         02,49%         66,87%         01,26%         00,12%         00,00%         00,		*	100.00%	88.50%	02.71%	06.72%	02.07%	00.57%	00 16%	00.13%	00.30%	00,10%	00.28%	00.21%	00.26%	9620.00
100   100	FY 2006	#	20,927	18,556	522	1,438	411	110	30	26	09	21	53	42	55	14
4   2.23   1.69   5.5   1.6   1.5   1.5   1.0   3.0   2.6   6.0   2.1   5.3     5   61.50%   10.17%   20.23%   10.13%   20.114%   20.014%   20.02%   20.003%   20.003%   20.003%   20.003%     5   7.11.0%   -0.0.90%   -0.9.66%   0.11.3%   -0.6.169%   00.004%   00.00%   00.003%   00.00%   00.00%   00.00%     5   7.11.0%   -0.0.90%   -0.9.66%   0.11.3%   -0.6.169%   00.00%   00.00%   00.00%   00.00%   00.00%     5   7.01.00%   88.42%   0.2.26%   0.2.26%   0.2.29%   0.2.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.13%   0.0.29%   0.0.20%   0.0.29%   0.0.20%   0.0.29%   0.0.20%		*	100,00%	88.67%	02.49%	96.8396	01.96%	00.53%	00.14%	00.12%	00,29%	00,10%	00.25%	00.20%	00.26%	96.000
We	Difference	#	-232	-169	-52	16	-27	110	30	26	9	21	53	42	55	14
%         01.10%         -00.50%         -01.13%         -06.16%         00.00% <td>Ratio Change</td> <td>8</td> <td></td> <td>00 17%</td> <td>-00.22%</td> <td>00.15%</td> <td>-00.11%</td> <td>-00,04%</td> <td>-00.02%</td> <td>-00.01%</td> <td>-00.01%</td> <td>%00°00</td> <td>%£0.00-</td> <td>.00.01%</td> <td>% 00.00 00.00</td> <td>%00:00</td>	Ratio Change	8		00 17%	-00.22%	00.15%	-00.11%	-00,04%	-00.02%	-00.01%	-00.01%	%00°00	%£0.00-	.00.01%	% 00.00 00.00	%00:00
Mark   20,760   18,357   565   1,403   435   121   33   26   62   21   58   14   14   14   14   14   14   14   1	Net Change	8	-01.10%	~06.00-	%90.60-	01.13%	-06.16%	00.00%	%00.00	%00.00	00.00%	%00.00	%00.00	00.00%	00.00%	%00.00
H   20,766   18,357   565   1,403   435   121   33   26   622   21   558   1,403   435   1,403   435   1,413   33   26   662   21   558   1,413   1,	Federal	8					02.27%	\$ 100 mm	0					2	hangtaninjihana	
#         20,760         18,357         565         1,403         435         111         33         266         62         21         58           %         100.00%         88.42%         02,72%         06.76%         02,10%         00.58%         00.15%         00.13%         00.10%         00.00%         00	PERMANEN		10 mg	* * * * * * * * * * * * * * * * * * * *									is the first the state of the s		The state of the s	
%         100.00%         88.42%         02.72%         66.76%         02.10%         00.15%         00.13%         00.30%         00.30%         00.30%         00.38%         0           #         20,825         18,464         520         1,430         411         110         30         26         60         21         53         1           %         100.00%         88.66%         02.56%         06.87%         01.97%         00.53%         00.12%         00.12%         00.10%         00.25%         00.00%         00.00%         00.12%         00.00% <t< td=""><td>FY 2005</td><td>#</td><td>20,760</td><td>18,357</td><td>565</td><td>1,403</td><td>435</td><td>77</td><td></td><td>26</td><td>62</td><td>21</td><td>58</td><td>44</td><td>55</td><td>in the second se</td></t<>	FY 2005	#	20,760	18,357	565	1,403	435	77		26	62	21	58	44	55	in the second se
#         20,825         18,464         520         1,430         411         110         30         26         60         21         53           %         100.00%         88.66%         02.50%         06.87%         01.97%         00.14%         00.12%         00.10%         00.25%         0           %         100.00%         88.66%         02.50%         06.87%         01.05%         00.014%         00.12%         00.10%         00.13%         00.13%         00.00%         0         26         60         21         53         7           %         00.00%         00.24%         -00.22%         00.11%         -00.05%         00.00%         00		8	-	88.42%	02.72%	06.76%	02.10%	9685:00	00.16%	00.13%	00:30%	00.10%	00.28%	00.21%	00.26%	96.000
%         100.00%         88.66%         02.50%         06.87%         01.97%         00.53%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.00%	FY 2006	*#	20,825	18,464	520	1,430		110	30	26	09	21	53	42	55	1.4
#         65         107         -45         27         -244         110         30         26         60         21         53           %         00.400%         00.24%         -00.22%         00113%         -00.05%         -00.00%         -00.01%         -00.003%         -00.00%         00.000         00.000         00.000		\$		88.66%	02.50%	06.87%	01.97%	00.53%	00.14%	%21.00	%6Z 00	%01.00	00.25%	00.20%	00,26%	%20.00
%         00.00%         00.24%         -00.222%         00.133%         -00.05%         -00.01%         -00.01%         -00.01%         -00.01%         -00.01%         -00.01%         -00.01%         -00.00%         -00.00%         -00.01%         -00.01%         -00.00%         -00.0	Difference	*	65	107	-45	27	-24	110	30	26	09	21	23	42	55	14
χχ         μ         399         368         9         19         3         00.00%	Ratio Change	*		00.24%	-00.22%	00.11%	-00.13%	00.05%	-00.02%	-00.01%	.00.01%	%,00°00	-00.03%	-00.01%	%00°00	%00'00
1         399         368         9         19         3         0         0         1         1         0         1           %         100.00%         92.23%         02.26%         04.76%         00.05%         00.00%         00.025%         00.00% <t< td=""><td>Net Change</td><td>%</td><td>ļ</td><td>00.58%</td><td>-07.96%</td><td>01.92%</td><td>-05.52%</td><td>00.00%</td><td>00.00%</td><td>%00.00</td><td>00.00%</td><td>00.00%</td><td>%00.00</td><td>%00.00</td><td>00.00%</td><td>%00.00</td></t<>	Net Change	%	ļ	00.58%	-07.96%	01.92%	-05.52%	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00
#         399         368         9         19         3         0         0         1         1         0         1           %         100.00%         92.23%         02.26%         04.76%         00.05%         00.00%         00.25%         00.00%         00.00%           %         100.00%         90.20%         07.84%         00.000%         00.00%         00.00%         00.00%         00.00%         00.00%           #         -297         -276         7         -11         -3         0         0         0         0         0         0         0	TEMPORAR	Ħ		4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	1		) : : : : : : : : : : : : : : : : : : :		Action and American and American					-
% 100.00%         92.23%         02.26%         04.76%         00.75%         00.00%         00.00%         00.25%         00.00%         00.25%           #         102         92         2         8         0         0         0         0         0         0         0         0           % 100.00%         90,20%         01.96%         07.84%         D0.00%         0	FY 2005	#	399	368	σ	61	M	0	0	yes	<b>—</b>	0	**************************************	0	0	0
#         102         92         2         8         0		%		92.23%	02.26%	04.76%	00.75%	%00'00	%00.00	00.25%	00.25%	%00.00	00.25%	%00:00	%00.00	%00:00
%         100:00%         90:20%         01:96%         07:84%         00:00%         00:00%         00:00%         00:00%         00:00%           #         -297         -276         -7         -11         -3         0	FY 2006	#	102	92	7	8	•	0	0	0	0	0		0	0	0
# -297 -276 -7 -11 -3 0 0 0 0 0 0 0 0 0		8		90.20%	01.96%	07.84%	00.00%	00.00%	%00′00	%00.00	%00'00	%00:00	%00:00	9600'00	%00'00	%00:00
THE PART OF THE PA	Difference	*	-297	-276	-	7	m	0	0	0	0	0	0	0	0	0

Ratio Change		%00.00	-02.03%	-02,03% -00.30% 03.08% - <b>-00.75%</b>	03:08%	% 00.00% -02.03% -00.30% 03.08% - <b>00.75%</b> 00.00%	%00:00	00 00%	00.00% -00,25% -00,25% 00.00% -00.25% 00.00% 00.00%	.00,25%	06:00%00.23	00.25%	%00:00	9600.00	9800.00
Net	%	-74,44%	-75.00%	% -74.44% -75.00% -77.78% -57.89% <b>-00.00%</b>	-57.89%	-00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00
Change					· · · · · · · · · · · · · · · · · · ·				- ***						

Secondary Criteria: None

Location Criteria: All Locations

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

## Table B2: TOTAL WORKFORCE BY COMPONENT - Workforce - by Disability FY 2006

		TOTAL		Total by Di	Total by Disability Status	tus				Detail	Detail for Targeted Disabilities	Disabilities			
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of LImb/Spine
TOTAL	*#	20,927	18,556	522	1,438	411	110	30	26	09	21	53	42	55	41
	%	100.00%	88.67%	02.49%	06.87%	01.96%	00.53%	00,14%	00.12%	00,29%	00.10%	00.25%	00.20%	00.26%	00.07%
Federal	%				\$	02.27%									
<b>2</b>	*	φ M	82	<del></del> 1	4		+	o	0	0	0	0	0	0	0
	%	100.00%	92.94%	01.18%	04.71%	01.18%	01.18%	00.00%	%00.00	%00.00	%00.00	00.00%	%00.00	00.00%	00.00%
B2	#	8	30	-	2	•	0	0	0	6	0	0	0	٥	0
	%	100.00%	90.91%	03.03%	06.06%	00.00%	00.00%	00.00%	00.00%	00.00%	%00.00	00.00%	%00.00	%00.00	00.00%
84	*	18	15	773	o	•	0	0	· · · · · · · · · · · · · · · · · · ·	0	0	0	O	0	0
	%	100.00%	83,33%	16.67%	%00.00	00.00%	00.00%	00.00%	%00'00	00.00%	00.00%	%00.00	%00.00 %	90.00%	00.00%
83 25	#	146	127	2	13	N	0	0	0	0	0	~	O	0	0
	%	100.00%	86.99%	01.37%	10.27%	01.37%	%00°00	%00.00	%00.00	%00.00	%00.00	01.37%	%00.00	%00.00	00.00%
85 85	#	125	112	'n	_	-	***	0		0	0	0	0	0	0
	%	100.00%	%09.68	04.00%	05.60%	00.80%	00.80%	%00.00	00.00%	00.00%	00.00%	%00.00	00.00%	%00.00	00.00%
కు	*	2,442	2,138		175	æ,	13	4	3	13	2	6	4	7	7
	%	100.00%	87.55%	02,91%	07.17%	02.38%	00.53%	00.16%	00:20%	00.53%	%80.00	00.37%	00.16%	00.29%	00.04%
Ž.	*	9	9	0	0	•	0	0	0	0	0	0	0	0	0
	8	100.00%	100.00%	00.00%	%00.00	%00.00	%00.00	00.00%	00.00%	%00'00	%00'00	00.00%	00.00%	00.00%	%00.00
Z O	*	2,456	2,196	37	179	44	(Y)	<b>.</b>	<del>Vird</del>		7	. 9	. 0	G.	<b>***</b>
	%	100.00%	89.41%	01.51%	07.29%	01.79%	00.53%	00.04%	00.04%	00,04%	00.08%	00.24%	00.41%	00.37%	00.04%
DP	**	12	-	0	-	0	٥	٥	0	•	0	0	0	0	0
	8	100.00%	91.67%	%00.00	08.33%	00.00%	%00.00	%00.00	00.00%	%00'00	00.00%	00.00%	%00.00	%00'00	00.00%
DR.	*	2.1	61	~	0	0	0	o	0	0	0	0	0	0	0
	8	100.00%	90,48%	09.52%	00.00%	%00.00	%00:00	%00.00	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	%00.00
<b>≫</b>	*	8	· !	0	<b>Y</b> est	O	٥	0	0	0	0	: - <b>a</b>	0	6	0
	%	100.00%	87.50%	%00.00	12.50%	00.00%	%00'00	%00.00	%00.00	%00.00	00.00%	%00.00	%00°00	00.00%	%00.00

00 00 00 00 00 00 00 00 00 00 00 00 00	**	# 632	545	m	71	£1	0	2 2 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0	***************************************		•			
4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.2         4.3         4.3         4.2         4.3 <td>: Š</td> <td></td> <td></td> <td>20 A 202</td> <td>000</td> <th></th> <td></td> <td></td> <td></td> <td>*</td> <td>1</td> <td>¥</td> <td><b>f</b></td> <td><b>*</b> :</td> <td>&gt;</td>	: Š			20 A 202	000					*	1	¥	<b>f</b>	<b>*</b> :	>
431         422         6         1         0 <td></td> <td></td> <td></td> <td>00.47%</td> <td>11.23%</td> <th>02.06%</th> <td>00.00%</td> <td>00.16%</td> <td>%00.00</td> <td>00.16%</td> <td>00.16%</td> <td>00.32%</td> <td>00.63%</td> <td>00.63%</td> <td>%00°00</td>				00.47%	11.23%	02.06%	00.00%	00.16%	%00.00	00.16%	00.16%	00.32%	00.63%	00.63%	%00°00
1010 00%         31 5 6 6         4 13         2 2 7 6         0.0 00% <th< td=""><td>71-87</td><td></td><td>43</td><td>0</td><td>wwg</td><th>0</th><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	71-87		43	0	wwg	0	0	0	0	0	0	0	0	0	0
113.4         56         4         13         2         1         0 </td <td>6</td> <td></td> <td></td> <td>%00.00</td> <td>02.33%</td> <th>00.00%</th> <td>%00.00</td> <td>%00.00</td> <td>%00'00</td> <td>00'00</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>%00°00</td>	6			%00.00	02.33%	00.00%	%00.00	%00.00	%00'00	00'00	00.00%	00.00%	00.00%	00.00%	%00°00
2155         51.99         7.3 8         11.37%         00.00%	# ;		96	4	13	a			0	, wi	0	0	0	0	0
215         91         7         8         1         0         0         0         1         0          1000000 <t< td=""><td>6</td><td></td><td>83,48%</td><td>03.48%</td><td>11.30%</td><th>01.74%</th><td>00.87%</td><td>%00'00</td><td>%00'00</td><td>00.87%</td><td>%00.00</td><td>00.00%</td><td>00.00%</td><td>00.00%</td><td>00.00%</td></t<>	6		83,48%	03.48%	11.30%	01.74%	00.87%	%00'00	%00'00	00.87%	%00.00	00.00%	00.00%	00.00%	00.00%
247         211         8         73         6         0 <td>#</td> <td></td> <td>661</td> <td>7</td> <td>ထ</td> <th>* * * * * * * * * * * * * * * * * * * *</th> <td>0</td> <td>0</td> <td>0</td> <td>-</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	#		661	7	ထ	* * * * * * * * * * * * * * * * * * * *	0	0	0	-	0	0	0	0	0
24.7         21.1         R         2.3         S         0	8		92.56%	03.26%	03,72%	00.47%	00.00%	00.00%	00.00%	00.47%	%00.00	00.00%	00.00%	00.00%	00.00%
1334         1324%         0234%         0240%         0504%         05040%	*		211	∞	23	<b>w</b>	N	0	0	0	0	~	<b>—</b>	0	0
134         123         4         6         11         0 <td>8</td> <td></td> <td>85.43%</td> <td>03.24%</td> <td>09.31%</td> <th>02.02%</th> <td>00.81%</td> <td>%00.00</td> <td>%00.00</td> <td>00.00%</td> <td>%00.00</td> <td>00.81%</td> <td>00.40%</td> <td>00.00%</td> <td>00.00%</td>	8		85.43%	03.24%	09.31%	02.02%	00.81%	%00.00	%00.00	00.00%	%00.00	00.81%	00.40%	00.00%	00.00%
107         55         3         7         2         0	*		123	4	9	<b>r-1</b>	0	0	0	0	0	-	0	0	0
107         95         3         7         2         0         0         11         1         0 <td>8</td> <td></td> <td>91.79%</td> <td>02.99%</td> <td>04.48%</td> <th>00.75%</th> <td>%00.00</td> <td>%00.00</td> <td>00.00%</td> <td>00.00%</td> <td>%00.00</td> <td>00.75%</td> <td>%00.00</td> <td>00.00%</td> <td>90.00%</td>	8		91.79%	02.99%	04.48%	00.75%	%00.00	%00.00	00.00%	00.00%	%00.00	00.75%	%00.00	00.00%	90.00%
100.00%         88.79%         0.2.80%         06.54%         00.00%         00.00%         00.03%         00.03%         00.00	* :		8	m	7	N	0	0		***	0	0	0	0	0
5         0	*		88.79%	02.80%	06.54%	01.87%	00.00%	00.00%	00.93%	00.93%	%00.00	00.00%	00.00%	%00.00	00:00%
100.00%         100.00%         00.00	* :	}	ž,	0	0	•	0	0	0	0	0	0	0	0	0
2,261         1,950         72         184         55         12         4         4         5         8         10         4         5         8         10         4         5         8         10         4         5         8         10         4         5         8         10         6         0	%		100.00%	%00.00	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	%00'00	00.00%	00.00%
100.00%         86.25%         03.18%         08.14%         02.43%         00.18%         00.18%         00.22%         00.35%         00.44%         00.18%         00.22%         00.22%         00.24%         00.22%         00.24%         00.018%         00.018%         00.018%         00.00%         00.	**		1,950	72	184	ru ru	75	4	***************************************	n	<b>*</b>	10	*	S	m
148         135         5         8         0 <td>%</td> <td></td> <td>86.25%</td> <td>03.18%</td> <td>08.14%</td> <th>02.43%</th> <td>00.53%</td> <td>00.18%</td> <td>00.18%</td> <td>00.22%</td> <td>00.35%</td> <td>00.44%</td> <td>00.18%</td> <td>00.22%</td> <td>00.13%</td>	%		86.25%	03.18%	08.14%	02.43%	00.53%	00.18%	00.18%	00.22%	00.35%	00.44%	00.18%	00.22%	00.13%
100.00%         91.22%         03.38%         05.41%         00.00%	*		135	v	8	۰	٥	0	0	0	0	0	0	0	0
7         6         0         1         0	%		91.22%	03.38%	05.41%	%00.00	%00.00	00.00%	00.00%	%00.00	%00.00	%00.00	00.00%	%00.00	00.00%
100.00%         85.71%         00.00%         14.29%         00.00%	*	******	9	0	-	٥	0		0	0	0	0	0	0	0
107         95         6         5         1         1         0	%	ؤ بربوس	85.71%	%00.00	14.29%	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	%00'00	%00'00	%00.00	00.00%
100.00%         88.79%         05.61%         04.67%         06.93%         00.00%	*		95	9	5	**************************************		0	0	0	0	0	0	0	0
943         850         20         63         10         1         1         1         1         2         0         1         0         3           100.00%         90.14%         02.12%         06.68%         01.06%         00.011%         00.011%         00.011%         00.00%         0	%		88.79%	05.61%	04.67%	00.93%	00.93%	00.00%	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00
100.00%         90.14%         02.12%         06.68%         01.06%         00.11%         00.00%         00.011%         00.00%         00.032%         00.32%           15         14         1         0	**		850	20	63	07				N	0		0	m	ent
15         14         1         0	%		90.14%	02.12%	06.68%	01.06%	00.11%	00.11%	00,11%	00.21%	9,00.00	00.11%	00.00%	00.32%	00.11%
160.00%         93.33%         06.67%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%         00.00%           45         42         2         1         0         0         0         0         0         0         0           100.00%         93.33%         04.44%         02.22%         00.00%	#		4	good 2	0	•	0	0	0	0	0	0	0	•	0
45         42         2         1         0	8		93.33%	06.67%	%00.00	00.00%	%00.00	00.00%	%00*00	00.00%	00,00%	00.00%	00.00%	%00:00	%00.00
100.00% 93.33% 04.44% 02.22% <b>00.00%</b> 00.00% 00.00% 00.00% 00.00% 00.00% 00.00% 00.00%	#		42	7	<b>→</b>	0	0	0	0	. 0	0	0	0	0	0
	8		93,33%	04.44%	02.22%	%00.00	%00.00	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00

%         100.00%         84.75%         08.47%         06.78%         00.00%           %         100.00%         100.00%         100.00%         00.00%         00.00%         00.00%           %         100.00%         146.2%         02.20%         12.09%         01.           %         100.00%         84.62%         02.20%         12.09%         00.           %         100.00%         84.62%         02.20%         100.00%         00.00%           %         100.00%         84.62%         02.20%         00.00%         00.00%           %         100.00%         87.83%         03.33%         07.92%         00.           %         100.00%         87.83%         03.33%         07.92%         00.           %         100.00%         87.83%         03.33%         07.92%         00.           %         100.00%         90.63%         01.14%         06.84%         01.14%         03.           %         100.00%         90.63%         01.83%         05.01%         02.00%         00.00         00.00           %         100.00%         89.41%         00.00%         02.41%         02.14%         03.41%         03.		65 #	20	'n		•	0	0		C	C		c	•	6
1,   1,   1,   1,   1,   1,   1,   1,		. ;			1	1		;	,	,	•		>	>	<b>&gt;</b>
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,			wer je				00.00%	· .	%00.00	%00.00	%00.00	96.00%	00.00%	%00'00	%00'00
4         51 (4) (4) (4) (4)         61 (4) (4) (4)         61 (4) (4) (4)         61 (4) (4) (4)         61 (4) (4) (4)         61 (4) (4) (4)         61 (4) (4) (4)         61 (4)         61 (4) (4)         61 (4) (4)	<b>*</b>		4	0	0		0		0	0	0	0	0	0	0
4         11         1         1         1         1         1         1         1         0				<	%00'00	:	00.00%	Problems	%00.00	00.00	%00.00	00.00%	00.00%	00,00%	90.00
4         0.00,00%         64.64%         0.120%         0.11,0	25		77	7	f years	***	0	0	<b>~</b>	0	0	0	0	0	0
4         1,2,00         1,6,64         4,0         9,2         1,1         0         1         0         1         3         0         2         0						01.10%	%00.00	%00.00	01.10%	%00.00	00.00%	00.00%	00.00%	00.00%	00.00%
%         1100 000%         97-80%         07-92%         07-052%         07-0	Ŧ			,	ů,	##	· · · · · · · · · · · · · · · · · · ·	0	T	<b>m</b>	0	r <sub>s</sub>	0	m	<del>, , , , , , , , , , , , , , , , , , , </del>
4         100         100         0 <th></th> <th></th> <th></th> <th>1</th> <th>07.92%</th> <th>00.92%</th> <th>00.08%</th> <th>%00.00</th> <th>00.08%</th> <th>00.25%</th> <th>00.00%</th> <th>00.17%</th> <th>%00'00</th> <th>00.25%</th> <th>%80.00</th>				1	07.92%	00.92%	00.08%	%00.00	00.08%	00.25%	00.00%	00.17%	%00'00	00.25%	%80.00
%         100.00%         (10	¥		10	0	0	0	0	0	0	0	0		0	0	0
4         790         716         9         54         11         2         2         1         1         1         2         0 </th <th>-</th> <th></th> <th>ļu augstas ģ</th> <th></th> <th>00.00%</th> <th>%00°00</th> <th>00.00%</th> <th>%00.00</th> <th>00 00%</th> <th>%00.00</th> <th>960.00</th> <th></th> <th>00.00%</th> <th>%00'00</th> <th>00.00%</th>	-		ļu augstas ģ		00.00%	%00°00	00.00%	%00.00	00 00%	%00.00	960.00		00.00%	%00'00	00.00%
4         100 C00%         90 c35%         0114%         06 584%         01396         00 25%         00 13%         00 13%         00 13%         00 13%         00 13%         00 13%         00 13%         00 13%         00 00%         0	20	ļ	716	ø	\$5	-	2	7	2 ems		ymt.	.i.	0	0	2
4         10         10         0					06.84%	01.39%	00.25%	00.25%	00.13%	00.13%	00.13%	*	00.00%	%00.00	00.25%
%         100,00%         100,00%         00,00% <th>2</th> <th></th> <th></th> <th>0</th> <th>0</th> <th>0</th> <th>O</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>O</th> <th>0</th> <th>0</th>	2			0	0	0	O	0	0	0	0	0	O	0	0
4         14.76         1.324         27         74         46         15         1         0         7         0         2         11         7         11         0         7         0         7         0         1         1         1         1         0						00.00%	%00.00	%00.00	00.00%	%00'00	00.00%	00.00%	%00 00	00.00%	%00.00
46         1000.00%         90.04%         01.83%         05.01%         03.12%         01.02%         00.00%         00.04%         00.14%         00.01%         00.04%         00.04%         00.04%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.01%         00.00%         00.01%         00.01%         00.00%         00.00%         00.01%         00.00% <th>32</th> <td></td> <td></td> <td></td> <td>74</td> <th>46</th> <td>2,57</td> <td></td> <td>•</td> <td>7</td> <td>0</td> <td>2</td> <td>#***</td> <td>7</td> <td>89</td>	32				74	46	2,57		•	7	0	2	#***	7	89
#         85         76         0         8         1         0         0         0         1         0			,,,,	·, j.		03.12%	01.02%	00.07%	%00'00	00.47%	%00.00	00.14%	00.75%	00.47%	00.20%
%         100.00%         89-41%         00.00%         00.139%         00.00% <th>×</th> <td></td> <td>9/</td> <td>0</td> <td><b>0</b>0</td> <th>₩Ē</th> <td>0</td> <td>0</td> <td></td> <td>**************************************</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	×		9/	0	<b>0</b> 0	₩Ē	0	0		**************************************	0	0	0	0	0
#         295         273         1         13         8         3         1         1         0         0         1         2         0         0         1         2         0         0         0         0         1         0         0         0         0         0         1         0         0         0         0         0         0         1         0 <th></th> <td></td> <td></td> <td></td> <td>09.41%</td> <th>. :</th> <td>00.00%</td> <td></td> <td>%00.00</td> <td>01.18%</td> <td>00.00%</td> <td>%00.00</td> <td>%00.00</td> <td>%00-00</td> <td>00:00%</td>					09.41%	. :	00.00%		%00.00	01.18%	00.00%	%00.00	%00.00	%00-00	00:00%
%         100.00%         92.54%         00.34%         04.41%         01.02%         01.02%         00.34%         00.00%	Õ		273	, m,	8	7	M			0	0	-	2	0	0
#         108         97         4         5         2         0         0         1         0         1         0         1         0         1         0         1         0         0         0         0         1         0					04,41%	:	01.02%.		00.34%	00.00%	%00.00	00.34%	00.68%	%00.00	%00.00
%         100.00%         89.81%         03.70%         04.63%         00.00%	Z		97	4	2		o				O	****	0	0	0
#         73         67         2         4         0					04.63%		00.00%				%00.00	00.93%	00.00%	00.00%	00.00%
%         100.00%         91.78%         02.74%         05.48%         00.00%	ζ			2	4	1	0	0			0	0	0	0	0
#         240         213         5         18         4         2         0 <th></th> <td></td> <td></td> <td></td> <td>05.48%</td> <th></th> <td>00.00%</td> <td>00.00%</td> <td></td> <td>100,000</td> <td>9%00.00</td> <td>%00.00</td> <td>%00'00</td> <td>%00.00</td> <td>%00.00</td>					05.48%		00.00%	00.00%		100,000	9%00.00	%00.00	%00'00	%00.00	%00.00
%         100.00%         88.75%         02.08%         07.50%         01.67%         00.00%	X X				18	•	2	0			0	2	. •	. 0	0
#         1,023         831         75         95         22         3         0         3         5         1         4         0         5           %         100.00%         81.23%         09.29%         02.15%         00.00%         00.00%         00.49%         00.10%         00.00					07.50%	01.67%	00.83%	%00.00	00.00%	y merche e.	00.00%	00.83%	00.00%	00.00%	00.00%
%         100.00%         81.23%         07.33%         09.29%         02.15%         00.00%         00.29%         00.49%         00.10%         00.00%	ry.			75	95	8	m	0	(4)	i n		4	0	5	-
# 12 11 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				07.33%	09.29%	02.15%	00.29%	%00.00	00.29%	00.49%	00,10%	00.39%	%00.00	00.49%	00.10%
100.00% 91.67% 08.00% 08.33% <b>00.00</b> % 00.00% 00.00% 00.00% 00.00% 00.00% 00.00% 00.00% 00.00%	Q	# 12	<del>-</del> 4		•	٥	0	0	0	0	0	: 0	0	0	0
		0.0500	ages of		08.33%	00.00%	%00:00	%00.00	%00.00	00.00%	00.00%	%00'00	00.00%	00.00%	%00.00

ž	*	451	390	<del></del>	40	10	`	0	<b>→</b>	٥	0	<b>=</b>		-	0
:	% 1(	100.00%	86,47%	02.44%	08.87%	02.22%	01.55%	00.00%	00.22%	%00'00	%00.00	%00'00	00.22%	00.22%	%00'00
ž	#	33	æ	-	N	0	0	0	0	0	0	0	0	0	0
	<b>)</b> 1 %	100.00%	90.91%	03.03%	%90.90	00.00%	%00.00	%00'00	00.00%	%00.00	00.00	%00.00	00.00%	00.00%	00.00%
×	#	£	œ	N	4	#   #   #   #	0	0	0	0	· · · · · · · · · · · · · · · · · · ·	0	0	0	0
	%	100.00%	53.33%	13.33%	26.67%	06.67%	%00.00	00.00%	00,00%	%00.00	06.67%	00.00%	00.00%	00.00%	00.00%
ź	#	19	17	· January	₹=6	0	0	0	0	0	0	•	٥	0	0
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	% 10	100,00%	89.47%	05.26%	05.26%	00.00%	%00.00	%00.00	00.00%	%00.00	00.00%	00.00%	00.06%	%00'00	%00.00
ΣΖ	‡	65	çç	7	4	٥	0	0	0	0	0	0	0	0	0
	% 10	100,00%	90.77%	03.08%	06.15%	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	00.00%
PA	*	830	752	27	04		5	·	The Appendix of the Appendix o	2		0	c		0
	% 10	100.00%	90.60%	03.25%	04.82%	01:33%	00.60%	00.12%	00.12%	00.24%	00.12%	00.00%	%00.00	00.12%	00.00%
SA	**	<b>∞</b>	و	0	Ν	0	0	0	0	0	0	q	0	0	0
	% 10	100.00%	75,00%	%00.00	25.00%	00:00%	00.00%	00.00%	00.00%	%00'00	00.00%	%00.00	%00'00	%00.00	00:00%
7.4	*	85	77	ব	m	₩i	0	0	* * * * * * * * * * * * * * * * * * *	0	0	0	o	0	0
	% 10	100.00%	%65.06	04,71%	03.53%	01.18%	%00'00	00.00%	01.18%	%00.00	%00'00	%00.00	%00.00	00.00%	00.00%
ጀ	7	2,655	2,450	27	122	26		14	4	11	4	4	m	€	
	% 10	100.00%	92.28%	01.02%	04.60%	02.11%	00.26%	00.53%	00.15%	00.41%	06.15%	00.15%	00.11%	00.39%	00.04%
4	*	83	75	0	,	<b>,-</b> -;	٥	0	0	0	0	0	0	· •	0
	% 10	100.00%	90.36%	%00.00	08.43%	01.20%	00.00%	%00'00	%00'00	00.00%	%00.00	%00.00	%00.00	01.20%	00'00%
e X	*	96	85	77)	9	Ν	ging.	O	0			0	0	0	0
	% 10	100.00%	88.54%	03.13%	06.25%	02.08%	01.04%	00.00%	%00.00	01.04%	00.00%	00.00%	%00.00	%00.00	%00.00
×.	*	29	26	85	0	0	0	0	0	0	0	0	0	0	0
	% 10(	100.00%	%99'68	10.34%	%00.00	0%,000.00	00.00%	%00'00	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%	00'00%
70	*	969	605	14	50	27	67	0	0	m	0	2	N	4-4	0
	% 10(	100.00%	86.93%	02,01%	07.18%	03.88%	02.73%	%00:00	00.00%	00,43%	%00.00	00.29%	00.29%	00.14%	00.00%
24	#=	10	10	0	0	٥	0	o	0	0	0	0	0	0	0
:	% 100	100.00%	100.00%	00.00%	00.00%	%00.00	900.00	%00.00	00.00%	9%00.00	94.00.00	00.00%	00.00%	%00:00	00.00%

Primary Criteria; Department\_of\_Defense\_Defense\_Logistics\_Agency

DEFENSE\_DISTRIBUTION\_CENTER\_KOREA, DEFENSE\_DIST\_DEPOT\_GUAM\_MARIANAS, DEF\_DIST\_DEPOT\_RED\_RIVER, DEF\_DIS\_T\_DEPOT\_RICHMOND\_VIRGINIA, DEFENSE\_ENERGY\_SUPPORT\_CENTER, DEFENSE\_HUMAN\_RESOURCES\_ACTIV DEF\_DIST\_DEPOT\_KUWAIT\_SW\_ASIA DEF\_DIST\_DEPOT\_YOKOSUKA\_JAPAN, DEF\_DIST\_DEPOT\_CORPUS\_CHRISTI, DEF\_DIST\_DEPOT\_NORFOLK,
DEF\_DIST\_DEPOT\_OKLAHOMA\_CITY, DEF\_DIST\_DEPOT\_WARNER\_ROBINS, DEF\_DIST\_DEPOT\_PEARL\_HARBOR, DEF\_DIST\_DEPOT\_CHERRY\_POINT, DEF\_DIST\_DEPOT\_PUGET\_SOUND, DEF\_DIST\_DEPOT\_SUSQUEHANNA, DEF\_DIST\_DEPOT\_JACKSONVILLE, DEF\_DIST\_DEPOT\_SAN\_JOAQUIN, DEF\_NATIONAL\_STOCKPILE\_CTR, DE F DIST MAPPING ACTIVITY, DEF\_DIST\_DEPOT\_TOBYHANNA, DEF DIST DEPOT SAN DIEGO, DEF\_DIST\_DEPOT\_COLUMBUS, DEF\_DIST\_DEPOT\_SIGONELLA, DEF\_REUTIL\_MKTG\_SERVICE, DEF DIST DEPOT ANNISTON, DEF\_DIST\_DEPOT\_BARSTOW DEF DIST DEPOT EUROPE, DEF\_DIST\_DEPOT\_ALBANY, D EF\_DIST\_DEPOT\_HILL, DEF\_DIST\_CENTER\_PA, DAPS\_HEADQUARTERS,

Secondary Criteria:

RCLF Criteria;

Appointment Type Criteria:

Permanent and Temporary

Data from: 09/30/2006 Printed on: 01/31/07 Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2006

Occupational Category		Yotal	ĝinen:	Total by Disability Status	bility Status	,,,,	o			Detail	for Targeter	Detail for Targeted Disabilities			
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Wissing Limbs	[64-68] Partial Paralysis	[71-78] Fotal Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials	#	226	207	9	æ	+1	0	0	0		0	0	0	0	0
and Managers	%	100.00%	91.59%	04.42%	03.54%	00.44%	%00'00	%00'00	%00'00	00.44%	%00.00	%00`00	00.00%	%00.00	00.00%
Mid-Level Officials and	*	1,832	1,710	36	79	^	Total	0	0	m	-	-	0	-	0
Managers	8	100.00%	93.34%	01.97%	04.31%	00.38%	00.05%	%00.00	%00.00	00.16%	00.05%	00.05%	%00'00	00.05%	00.00%
First-Level	#	8,084	7,157	237	577	113	77	13	13	22	6	15	0	24	S
Managers	8	100.00%	88.53%	02.93%	07.14%	01.40%	00.15%	00.16%	00.16%	90.27%	00.11%	00.19%	00.00	00.30%	00.06%
Professionals	*	2,526	2,259	69	141	52	'n	6		6	m	ō,	0	S	0
	8	100.00%	89.43%	02.73%	05.58%	02.26%	00.59%	00.36%	00.28%	00.36%	00.12%	00.36%	%00.00	00.20%	00.00%
Technicians	#	206	169	m	27	^	-	0	. 0	m	0	7	0	#	0
	8	100.00%	82.04%	01,46%	13,11%	03.40%	00.49%	00.00	%60.00	01.46%	%00.00	00.97%	%00.00	00.49%	00.00%
Sales	*	0	0	0	٥	0	0	0	0	0	0	0	0	o	0
	8	%00.00	%00.00	%00'00	%00'00	%00.00	%00'00	%00.00	%00.00	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00
Office and Clerical	*	3,251	2,757	7.8	291	125	47		4	16	S.	16	17	_	months of contrast of contrast to the
	8	100.00%	84.80%	02.40%	%56'80	03.84%	01.45%	00.22%	00.12%	00.49%	00.15%	00.49%	00.52%	00.22%	00.18%
Craft	* <del>‡</del>	781	695	13	59	4	r.	0	c	· ·	0	***************************************	2	ឆ	0
	8	100.00%	88.99%	01.66%	07.55%	01.79%	00.64%	00.00%	%00.00	00.13%	%00.00	00.13%	00.26%	00.64%	00.00%
Operative	#	1,864	1,647	40	125	52	17	O	-	5 5 7 7 7 7 7 7 7 7	0	9	16		***
	%	100.00%	88.36%	02.15%	06.71%	02.79%	00.91%	%00.00	00.05%	00.21%	%00'00	00.32%	00.86%	00.38%	00.05%
Laborers	*	1,592	1,428	30	102	32	Z	***************************************	6		) <del>***</del>	m	_	'n	
	%	100.00%	89.70%	01.88%	06.41%	02.01%	00.75%	00.06%	%90.00	00.06%	00.06%	00.19%	00.44%	00.31%	00.06%
Service Workers	*	416	391	ব	67	N	0	0	O	0	****		0	0	
	8	100.00%	93.99%	%96.00	04.57%	00.48%	%00.00	%00.00	%00'00	%00'00	00.24%	00.00%	00.00%	%00.00	00.24%
Total Work Force	*	20,778	18,420	520	1,428	410	110	30	26	09	20	e s	24	55	14
	%	100.00%	88.65%	02.50%	06.87%	01.97%	00.53%	00.14%	00.13%	00.29%	00.10%	00.26%	00.20%	00.26%	00.07%

Primary Criteria: Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria:

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Table 84-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2006

	¥	TOTAL		Total by Disability Status	sability Sta	tus	\$			Detail 1	Detail for Targeted Disabilities	Disabilities			
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
es .	*	0	O	0	0	٥	0	0	0	0	0	0	0	0	0
	00 %	%00'00	%00.00	%00.00	%00.00	00.00%	%00.00	%00'00	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%	00.00%
65-2	*	0	o	٥	0	Ó	0	· •	0	0	0	0	0	0	0
	%	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00	00.00%	00.00%
GS - 3	#:	28	17	0	89	<b>&amp;</b>	0	o	0	0	.0	<b>y-4</b>	9	## ( )	0
	% 100	100.00%	60,71%	00.00%	10.71%	28.57%	%00.00	%00.00	00.00%	00.00%	%00.00	03.57%	21.43%	03.57%	%00.00
65 - 4	*	177	128	r)	24	77	u)	<b>,,,</b> ,	0	2	2	2	7	O	+-1
	% 100	100.00%	72.32%	01.69%	13.56%	12.43%	02.82%	00.56%	%00.00	05.65%	00.56%	01.13%	01.13%	00.00%	90.56%
GS - 5	#	712	265	61	86	4	**	7	7	7	m	9	Ģ	*	
	% 100	100.00%	79.35%	02.67%	12.08%	05.90%	01.97%	00.28%	00.28%	00.56%	00,42%	00.84%	00.84%	00.56%	00,14%
9 - 8	#	736	629	17	67	23	6	73	0	**************************************	T	4	0	7	2
	% 100	100.00%	85,46%	02.31%	%01.60	03.13%	01.22%	00.27%	00.00%	00.41%	00.14%	00.54%	%00'00	00.27%	00.27%
65-7	#	1,702	1,501	33	136	R	9	n	2 emi	3	Ö	*	***************************************	2	2
	% 100	100.00%	88.19%	01.94%	%66'20	01.88%	00.94%	00.18%	00.06%	00.18%	%00.00	00.24%	00.06%	00.12%	00.12%
65-8	#	95	\$C	~	ø	N	0	0	o	0		2	O	0	0
	% 100	100.00%	89.47%	02.11%	06.32%	02.11%	%00.00	00,00%	%00.00	%00.00	00.00%	02,11%	00.00%	%00'00	%.00.00
6 ° °	#	1,799	1,578	57	128	98	01		m	ō	N	m	0	ý	7
	% 100	100.00%	87,72%	03.17%	07.12%	02.00%	00.56%	00.06%	00.17%	00.50%	00.11%	00,17%	%00°00	00.33%	00.11%
GS - 10		25	22	T :	2	6	۵	0	o	0	•	0	0	0	0
	% 100	100.00%	88.00%	04.00%	08.00%	00.00%	%00.00	00.00%	00.00%	%00'00	00.00%	00.00%	%00.00	00.00%	%00'00
65° 13	m*	3,734	3,265	120	274	<b>N</b>	80	12	<b>©</b>	(r) v-1	7	12	0	en;	2
	% 100	100.00%	87.44%	03.21%	07.34%	02.01%	00.21%	00.32%	00.21%	00.35%	00.19%	00.32%	00.00%	00.35%	00.05%
65 - 12	*	3,985	3,586	100	251	8	œ	œ	7	8	7	9	0	æ	The state of the s
	% 100	100.00%	89.99%	02.51%	06.30%	01.20%	00.20%	00.20%	00.18%	00,20%	90.00	00.15%	00.00%	00.20%	00.03%
GS - 13	#	1,819	1,701	35	7.5	œ	2	0	0	•	~	2	0	74	0
	% 100	100.00%	93.51%	01.92%	04.12%	00.44%	00.11%	%00.00	%00.00	00.00%	00.11%	00,11%	00.00%	00.11%	%00'00

91.81% 02.86% 273 13 91.61% 04.36% 0 0 0 00.00% 00.00% 0 0 14,056 422	GS - 14	4 769	706	22	37	4	0	0	<del>,</del>		0		0		
15	6	6 100.00%	;	02.86%	04.81%	00.52%	00.00%		;		00.00%		%00.00		
%     100.00%     91.61%     04.36%       #     0     0     0       %     00.00%     00.00%     00.00%       #     0     0     0       %     00.00%     00.00%     00.00%       L     #     15,879     14,056     422       %     100.00%     88.50%     03.556%	15	298	273	e -	processors of the second of th	***	0	0	0	*	0	0	0		
# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	8	······································	91.61%	04.36%	03.69%	00.34%	00.00%		-	ğarıa,	00.00%	1	00.00%	. Jan	
%     00.00%     00.00%     00.00%       #     0     0     0       %     00.00%     00.00%     00.00%       L     #     15,879     14,056     422       %     100.00%     88.50%     03.556%	- FE	0	0	o	o	•	0		2	÷	0	1	0	. Januar	: 
# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			%00.00	%00:00	%00.00	%00.00	00.00%				%00.00	1	00.00%	J	
% 00.00% 00.00% 00.00%		0	0	0	0	٥	O		ļ		0	į	0	.i	- January - January
# 15,879 14,056 422 % 100 00% 88 57% 02 556%	8		%00.00	%00.00	%00.00	00.00%	%00.00		:		%00.00	į	00.00%		
100 60% 88 430% 03 460%	#	15,879	14,056	422	1,100	301	72			المبارية أأد	18	1	15		.,
26.00.76 06.25.76 06.00.76	8	° 100.00%	88.52%	02.66%	%86.90	01.90%	00.45%		00.14%	00.34%	00.11%	2	%60'00	00.24%	00.07%

Primary Criteria: Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2006

	:	TOTAL		Total by Disability Status	ability Stat	tus				Detail	Detail for Targeted Disabilities	Disabilities			
			[05] No Disability	foll Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	# :	0	۰	٥	0	Ó	0	0	0	0	0	Ö	•	0	
	8	%00.00	%00%	%00.00	%00.00	00.00%	%00.00	%00.00	%00.00	00.00%	%00'00	%00.00	%00.00	%00.00	00.00%
Grade - 2	##	ထ	4	0	m		0	o	0	0		0		0	0
	%	100.00%	%00.05	%00.00	37.50%	12.50%	00.00%	00.00	%00.00	%00'00	%00"00	%00.00	12.50%	00.00%	%00.00
Grade - 3	#	ø	N	<b>****</b>	m	m	o	o	•	0	•	***	8	0	0
	%	100.00%	22.22%	11.11%	33.33%	33.33%	%00.00	%00.00	00.00%	00.00%	00.00%	11.11%	22.22%	%00.00	00.00%
Grade - 4	*	159	146	0	· · · · · ·	٠	-	o	0	: : : : : :	0	0	*	0	o
	%	100.00%	91.82%	%00.00	04.40%	03.77%	00.63%	%00.00	%00.00	00.63%	00.00%	%00.00	02.52%	00.00%	%00.00
Grade - 5	#	2,613	2,328	44	177	49	26	***	m	8	-	9	2	01	7
	%	100.00%	89.09%	01.68%	06.77%	02.45%	01.00%	00.04%	00.11%	00.08%	00.04%	00.23%	00.50%	00.38%	00.08%
Grade - 6	*	970	863	32	56	51	7	0		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		7	9	gud	-
	8	100.00%	88.97%	03,30%	05.77%	01.96%	00.72%	%00.00	00.00%	00.10%	00.10%	00.21%	00.62%	00.10%	00.10%
Grade - 7	# :	371	329	\$	<b>C</b>	o	rei	0			0	-	0	-	0
	%	100.00%	88.68%	01.35%	08,36%	01.62%	00.54%	%00.00	00.27%	00.27%	00.00%	00.27%	%00.00	00.27%	00,00%
Grade - 8	*	272	232	œ	24	8	Company of the second of the s	0	0	-	0	<b>,</b>	a manifestation of the state of	m	0
	8	100.00%	85.29%	02.94%	08.82%	02.94%	00.74%	%00.00	00.00%	00.37%	00.00%	00.37%	00.37%	01.10%	00.00%
Grade - 9	*	T	101	2	7	<b>**</b>	0	0	0	0	good C		0	0	0
	%	100.00%	90.99%	01.80%	06.31%	00.90%	00.00%	%00.00	00.00%	00.00%	00.90%	%00.00	%00'00	%00.00	%00.00
Grade - 10	# :	246	231	<i>*</i> **3	12	•	0	0	0	0	O	0	0	0	, o
	%	100.00%	93.90%	01.22%	04.88%	00.00%	%00.00	00.00%	00.00%	%00.00	%00'00	%00.00	%00'00	00.00%	00.00%
Grade - 11	*	149	135	m	0	N	O	0	0	0	0	0	0	~	0
	38	100.00%	%09.06	02.01%	06.04%	01.34%	%00.00	%00.00	00.00%	%00.00	00.00%	%00.00	%00'00	01.34%	%00.00
Grade - 12	*	25	24	0	Ŧ	0	0	0	٥	0	0	•	0	0	0
	%	100.00%	%00'96	%00.00	04.00%	00.00%	%00.00	%00`00	%00.00	%00.00	%00.00	%00.00	%00'00	%00.00	00.00%
Grade - 13	** :	80	8	0	0	•	0	O	0	0	0	0	0		0
	%	100.00%	100.00% 100.00%	00.00%	%00'00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00'00

Grade - 14	莽	0	o	o	0	٥	0	0	0	0	0		0	0	0
	%	% 00.00%	00.00%	%00.00	%00'00	%00'00	00.00%	%00.00	%00.00	00.00%	%00.00	%00.00	%00.00	00.00%	%00.00
Grade - 15	*	т	m	0	0	•	0	0	•	•	0	0	0	.0	ò
	%	100.00%	100.00%   100.00%		00.00%	00.00%	%00.00	00.00%	%00'00	00.00%	00.00%	%00.00	%00.00	%00:00	%00.00
All Other	32:	2	N	0	0	•	0	0	0	0	0	0	0	Ġ	0
Grades	%	100.00%	100.00%   100.00%   00.00%	%00.00	%00.00	00.00%	%00.00	%00.00	00.00%	00.00%	00.00%	%00.00	00.00%	00.00%	%00.00
TOTAL	*	4,946	4,408	86	330	110	38	+(	₩.	9	(m)		27		, m
	%	0		89.12% 01.98% 06.67%	06.67%	Ψ.	00.77%	00.05%	00.08%	00.12%	00.06%	00.22%	00.55%	00.34%	00.06%

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status.

Percentages are based on row totals

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

0	_	TOTAL		Total by Di	Total by Disability Status	tus				Detail fo	Detail for Targeted Disabilities	oisabilities			
1	 		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	(64-68) Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
301	*	1,843	1,692	04	95	16	7	Ν.	***************************************	9	* * * * * * * * * * * * * * * * * * *	· · · · ·		ente e voir en ente en	0
1 1 2 1	8	100,00%	91.81%	02,17%	%5T'50	90.87%	00.11%	00.11%	9650:00	9,88,00	00.05%	9691700	%00:00	9650,00	%00.00
343	*	798	701	22	64		-	*		2	0	0	O	2	400(
	8	100,00%	87.84%	02,76%	08.02%	01.38%	9621.00	%05:00	00.13%	00.25%	%00'00	9600.00	900000	00.25%	00.13%
1102	*	2,170	1,959	58	131	22	٣	2	* d d d d d d d d d d d d d d d d d d d	***	0	2	0	6	And 45 com 55 c 5 minutes 55 c 5 min
	8	100.00%	90.28%	02,67%	06.04%	%10.10	00.14%	%60'00	%50.00	00.18%	%00 00	%60'00	90.00%	00.41%	00.05%
1910	#	862	769	24	09	o	0	*****	* * * * * * * * * * * * * * * * * * *	· · · · · · · · · · · · · · · · · · ·		Ħ	0	3	<b>4</b> md
4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	8	100,00%	89.21%	02.78%	%96.90	01:04%	%00.00	00.12%	00.12%	00.12%	00.12%	00.12%	%00.00	00.35%	00.12%
2001	*	813	701	88	65	14	'n	; ; ; ; ; ; ; ;	3 ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (	, m	7		0	2	0
	%	100,00%	86.22%	04.06%	%00.80	01.72%	00.62%	00:12%	00.12%	00,37%	00.12%	00,12%	%00.00	00.25%	%00 00
2003	*	748	645	32	59		0	0	<b>~</b>	0	**	2	0	2	0
	%	100,00%	86.23%	04.28%	%69'80	%08*00	%00,00	%00:00	00.13%		00.13%	00.27%	%00'00	.00.27%	%00.00
2005	*	824	711	16	70	27	* <b>2</b>	7	0	2	The second secon	4	2	2	2
	8	100.00%	86.29%	01.94%	08.50%	03,28%	01.46%	00.24%	%00.00	.00,24%	00.12%	00.49%	. 00.24%	00.24%	00,24%
2010	#	808	718	25	51	14	-	m	2	The second secon	4	2	0		0
1	8	100,00%	88.85%	03.09%	%18.90	962/10	00.12%	00.37%	90,25%	00.12%	00.50%	00.25%	%00"00	00.12%	%D0.00
2210	##	1,260	1,108	37	74	4	13	8	8	8	<b>~</b>	; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	0	~	0
	8	700.003	87.94%	02.94%	05.87%	03,25%	01.03%	%89'00	00,24%	%£9,00	00.24%	00,24%	%00.00	00.24%	%00.00
6901	*	1,577	1,421	30	86	28	quid evid	#	www.		-	8	4	'n	*****
	8	100.00%	90.11%	01.90%	06.21%	01.78%	06.70%	%90'00	%90'00	%90.00	%90.00	00.19%	00.25%	00.32%	00,06%
6907	#	1,181	1,054	26	81	20	7	0	Į.	2	0	0	,	4	₩.
	%	100.00%	89.25%	02.20%	06.86%	9/069/10	%65'00	%00.00	%80'00	9/21:00	%00.00	%00.00	00.42%	00.34%	00.08%

Primary Criteria: Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07 Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

### ### ### ### #### #### ############			TOTAL	-	fotal by Di	Total by Disability Status	sna			2 4 4 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Detail f	or Targeted	Detail for Targeted Disabilities			
### ### ### ### ### ### ### ### ### ##		· · · · · · · · · · · · · · · · · · ·		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
### ### ### ### ### ### ### ### ### ##	Schedule A			4	- F F F F F F F F F F F F F F F F F F F	f	4 4 5 9 9 9 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1	A CONTRACTOR OF THE CONTRACTOR						-	-	
### ### ### ### ### ### ### ##########	Applications	*	***	*	***	***************************************	***************************************	*************************************	*	**	<b>%</b>	* *	*	**	*	***
100.00.% 50.00.% 00.00.% 33.33.% 16.67.% 00.00.% 1fled (Outside of Schedule A Applicants)  ***  ***  ***  ***  ***  ***  ***		%	* *	* *	*	* *	*	* *	* *	* *	* * *	*	***	***	**	*
100.00.%     50.00.%     00.00.%     33.33.%     16.67.%     00.00.%       iffled (Outside of Schedule A Applicants)     ***     ****     ****       ***     ***     ***     ****       ***     ***     ***       1,785     1,617     35     123     10     0       100.00.%     90.59.%     01.96.%     06.89.%     00.66.%     00.00.%	lires	*	77	4	•	<b>&amp;</b>	•	6				0	ė	9		
### (Outside of Schedule A Applicants)  ### ### ###  #### ###  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #### ####  #####  #####  #####  #####  ######		%	100.00.%	50.00.%	00.00.%	33,33,%	16.67.%	00.00.%	04.17.%	04.17.%	04.17.%	00.00.%	00.00	%'00'00	04.17.%	00.00.%
*** *** *** *** *** *** *** *** *** **	oluntarily Ic	Sentif	ied (Outsida	of Schedul	le A Applicar	nts)		" d 			i de la majordia de destrucción masterial de la companion de l	e de la de de de de de la Roma e recommençarione	The state of the s		The state of the s	* - 'in was a series of a seri
%     ***     ***     ***     ***       #     1,785     1,617     35     123     10       %     100.00 %     90.59 %     01.96 %     06.89 %     00.66 %	Applications	*	*	* *	***		***************************************	***	***	***	* *	***	<b>※ ※ ※ ※ ※ ※ ※ ※ ※ ※</b>		***	***
# 1,785 1,617 35 123 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		%	* *	* *	**	*	***	*	**	**	*	**	***	**************************************	***	***
100.00.% 90.59.% 01.96.% 06.89 % <b>00.55.9</b> % 00.00 %	tires	*	1,785	1.617	<b>\$</b>	<b>27.</b>	•	•	•	*		6		0	¥	
		%	100.00.%	90.59.%	01.96.%	06.89.%	00.56.%	00.00.%	00.00.%	00.11.%	%'90'00	%'00'00	00.06.%	%'00'00	00.28.%	00.06.%

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by DM&EEO.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2006

#         1,809         1,629         35         Targeted Disability         Total Disability         <	Accorded DD02	2	TOTAL		rotal by Dis	Total by Disability Status	tus				Detail ƙ	or Targeted	Detail for Targeted Disabilities	Common participation and the state of the st	- 3.56.5 - 1.50.5 - 1.	
t         #         1,809         1,629         35         131         14         0         1         3         2         0         1           %         100.00.%         90.05.%         07.24.%         00.77.%         00.00.%         00.00.%         00.017.%         00.017.%         00.00.% <t< th=""><th>A control of a con</th><th></th><th>2 2 3 3 4 5 5 6 7 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8</th><th>[05] No Disability</th><th>[01] Not Identified</th><th>:</th><th>Fargeted Disability</th><th>[16, 17] Deafness</th><th>I to the second of the second</th><th>[28, 32-38] Missing Limbs</th><th>[64-68] Partial Paralysis</th><th>[71-78] Total Paralysis</th><th>[82] Convulsive Disorder</th><th>[90] Mental Retardation</th><th>[91] Mental Illness</th><th>[92] Distortion of Limb/Spine</th></t<>	A control of a con		2 2 3 3 4 5 5 6 7 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	[05] No Disability	[01] Not Identified	:	Fargeted Disability	[16, 17] Deafness	I to the second of the second	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%         160.00.%         90.05 %         01.13 %         00.01.7 %         00.11 %         00.00.%         00.00.%         00.01.7 %         00.11 %         00.00.% <th< td=""><td>Permanent</td><td>#</td><td>1,809</td><td>1,629</td><td>35</td><td>131</td><td>14</td><td>0</td><td>-</td><td>m</td><td>2</td><td>0</td><td></td><td>0</td><td>9</td><td></td></th<>	Permanent	#	1,809	1,629	35	131	14	0	-	m	2	0		0	9	
ted         %         59         55         0         4         0 <td></td> <td>8</td> <td></td> <td>90.05.%</td> <td>01.93.%</td> <td>07.24.%</td> <td>00,77 %</td> <td>%'00'00</td> <td>% 90 00</td> <td>00.17.%</td> <td>00.11.%</td> <td>%'00'00</td> <td>00.06.%</td> <td>00.00.%</td> <td>00.33 %</td> <td>%'90'00</td>		8		90.05.%	01.93.%	07.24.%	00,77 %	%'00'00	% 90 00	00.17.%	00.11.%	%'00'00	00.06.%	00.00.%	00.33 %	%'90'00
ted         #         0	Temporary	*	53	22	0	4	0	0	. 0	0	0	0	0	0	0	0
ted         #         0		8		93.22.%		06.78.%	%'00'00	%''00''00	% 00.00	96:00:00	% 00 00	% 00'00	% 00.00	%:00:00	% 00.00	%'00'00
%         00.00.%         00.0	Non-	**	0	0	0	0	•	0	0	0	0	0	0	0	0	0
#         1,868         1,684         35         135         14         0         1         3         2         0         1           %         100.00 %         90.15.%         01.87.%         07.23.%         00.00 %         00.00 %         00.16.%         00.11.%         00.01.%         00.01.%         00.01.%         00.01.%         00.00.%		8	A	%:00:00	*** * * * *		%.00.00	00.00.%	% 00 00	96:00'00	% 00'00	% 00'00	%:00:00	%00:00	%'00'00	%'00'00
%         100.00.%         90.45.%         01.87.%         07.23.%         00.00.%         00.00.%         00.16.%         00.11.%         00.00.%         00.	TOTAL	#	1,868	1,684	35	135	*	0			2	0	•	0	9	The second control of the second seco
% 100.00.% 90.62.% 02.65.% 06.32.% <b>00.41.%</b> 00.00.% 00.00.% 00.10.% 00.31.% 00.00.% 06.06.%	4 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	8	100.00.%	90.15.%	01.87.%		00.75.%	% '00''00	00.05.%	00.15.%	00.11%	% 00'00	% 50.00	% 00.00	00,32.%	00.05.%
The try transmitted by the first of the firs	Prior Year	8		90.62.%			00.41.%	%:00:00	%'00'00	00.10.%	00.31.%	00.00	%'00'00	00.00.%	%'00'00	%'00'00

Secondary Criteria: None

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and .

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2006

****  * ***  * **  * *  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * **  * *  * **  * *		٤	TOTAL T	otal by D	Total by Disability Status	tatus	· 中京自由 丁香 日三 日日 日 日 日 日 日 日 日 日 日 日 日 日 日 日 日 日	Detail for	Targeted I	Detail for Targeted Disabilities	5 5 5 5 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8		and of the first with the figure of the contract part and an extension of the contract part and the contract p	AND THE RESERVED TO THE PARTY OF THE PARTY O	Ann channel of the Vertical Control of the Control	Andrew de species es es es es es es en entre de l'annoment
			<u> </u>		(01) Not Identified		Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	and the second and th	[92] Distortion of Limb/Spine
The color of the	GRADE: GS 13/:	4					4 5 5 5 6 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	***************************************	e de la companya de l				A de site de chemica de un majorir de majorir de la companya de la		The state of the s	A summer of the species of the speci
1	Total Applications		*	***************************************	**************************************	*	* *	* *	**	***	**	***	**	**	**	***
5   10   10   10   10   10   10   10	Received			*	* *	***	*	* *	*	* *	***	**	***	* *	**	***
5, 00, 00%   0.0 co%   0	Qualified			**	*	*	**	*	* *	***	*	***	* *	*	*	***
7.   0.0.00%   00.0		,	*	* *	****	**************************************	* *	* *	*	***	***	*	**	***	***	***
5, 5004   5, 125   135   92, 60   10, 100	Selected		ø	9	0	0	•	0	0	•	0	0	•	•	6	0
5,804   5,287   135   326   56   10   6   7   8   4   8   0   0   0   0   0   0   0   0   0			Francisco	0.00%	00.00%	%00.00	00.00%	%00.00	%00.00	%00.00	%00.00	00.00%	%00.00	00.00%	%00:00	%00°00
%	Relevant Pool	<b>5</b>		5,287	135	976	o n	10	*		***************************************	*	•	9	91	
%         ***	GRADE: 6S 15	N B district comments of the second	Parente a w mobile to the	and the state of t										A Comment of the Comm		
%         ***	Total			**	* * *	*	**	***	***	***	*	*	***	***	***	****
%         ***	Received	ļ	*	**	* *	* *	***	**	* *	**	***	**	where the same of	***	**	***
%         ***	Qualified		**	**	* *	* *	**	**	**	**	*	**	e de la constitution de la const	***	***	***
#         0		-	*	***	***	**	***	**	***	***	* * *	* *	****	***	***	***
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769         706         22         37         4         ****         ***         ****		,		0.00%	00.00%	%00.00	00.00%	%00.00	%00.00	00.00%	00.00%	%00'00	%00'00	00.00%	00.00%	00:00%
#       **** <t< td=""><td>Relevant Pool</td><td>8</td><td></td><td>706</td><td>22</td><td>46</td><td>***</td><td>0</td><td>a</td><td>± 400 mm (100 mm) (1</td><td></td><td>0</td><td>•</td><td>•</td><td>9</td><td>•</td></t<>	Relevant Pool	8		706	22	46	***	0	a	± 400 mm (100 mm) (1		0	•	•	9	•
#         *****         ****         ****         *	GRADE; SES		No. abo, At Margan, and An about Margan			A Barbaran Carlo Company										
%         *****         ****         ****         *	Total Applications			· · · · · · · · · · · · · · · · · · ·	***	**	***	***************************************	***	**	***	*	***	*	**	***
#         ****         ***         ******         *****         ***** <th< td=""><td>Received</td><td></td><td></td><td>*</td><td>***</td><td>***</td><td>***</td><td>* *</td><td>***</td><td>***</td><td>***</td><td>**</td><td>***</td><td>***</td><td>***</td><td>***</td></th<>	Received			*	***	***	***	* *	***	***	***	**	***	***	***	***
%         ***	Qualified			*	* * *	*	***	**	***	<b>%</b>	**	**	***	*	イン・イン・イン・イン・イン・イン・イン・イン・イン・イン・イン・イン・イン・イ	***
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298 273 13 11 1 0 0 0 1 0 0		·	-,- ļ		%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	00.00	00.00%	%00.00	00.00%	%00.00
サード・ション・ストン・ストン・ストン・ストン・ストン・ストン・ストン・ストン・ストン・スト	Relevant Pool			273	8	Ħ	<b>+</b>	•	6	•		0	0	9		•

Primary Criteria: Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

\*\*\* This data is not available.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2006

Time-off Awards - 1-9 hours  Total Time- # 5,252 off Awards - 6,252 1-9 hours % 100.00%		٠.	total by bisconing states	THE REAL PROPERTY.	i,				Detail n	Detail for Targeted Disabilities	Disabilities			
Time-off Awards - Total Time- # 1-9 hours	11 groupour y prosp. 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	- 1-9 hour	<b>y</b>	A	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8			5 5 4 4 4 4 8 5 8 8 8 8 8 8 8 8 8 8 8 8	5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	* * * * * * * * * * * * * * * * * * *	\$ c c c c c c c c c c c c c c c c c c c	8 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5			
	5,252	4,612	166	383	5	9	9	4	ŝ	7	12	7	13	4
	100.00%	96 87.81%	03.16%	07.29%	01.73%	%98'00	00.11%	.00:08%	%62'00	00.21%	00,23%	%51.00	00.25%	00,08%
lotal Hours	31,584	4 27,727	1,050	2,301	506	107	32	67	69	65	72	34	80	28
Average Hours	6.03	6.01	6.33	10.9	5.56	5.63	\$. & &	4.75	4.60	5.91	00'9	4,86	6.15	7.00
Time-off Awards - 9+ hours	- 9+ hour											A P C C C C C C C C C C C C C C C C C C		
Total Time- #	899	290	20	84	10		2		7	~		***	0	0
over 9 hours %	1,00,000%	9% 88.32%	02,99%	07.19%	01.50%	00.30%	%06.00	%00'00	9608'00	960:30%	00.15%	%51.00	%00:00	%00:00
Total Hours	17,003	3 15,005	498	1,332	168	0	36		26	40	TO	16	0	0
Average Hours	25.45	25,43	24.90	27.75	16.80	20.00	18.00	00.00	13.00	20.00	10.00	16.00	0.00	0.00
Cash Awards - \$1	\$100 - \$500	The same of the sa	e d de verden de de de contracte de la contrac	1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	er era erap er folgraf olle af olle och	राज रहा का का पहला किया की का जा कि कि कि कि कि	in de demokrate de la serbit de menodo de la composiçõe de la serbita de la composiçõe de l	skudov danama bilan danama bilan manamada dali		Andrewski Hallenson serve karantara karantara karantara karantara karantara karantara karantara karantara kara	ara da ara d	denormalist de difference de la formación de l	Community of the second section of the section of the second section of the sect	en e
Total Cash #	16,120	0 14,393	335	1,060	332	6	19	13	4	F 3	30	52	52	14
and under	100.00%	%52.28 %9	02.08%	06.58%	02.06%	00.60%	00.12%	%60.00	00.25%	%80'00	00.19%	00.32%	.00.32%	%60.00
Total Amount	4,507,638	38 4,019,817	103,510	294,506	89,805	27,343	5,538	5,525	12,084	4,175	6,875	11,650	12,165	4,450
Average Amount	279.63	3 279.29	308.99	277.84	270.50	281.89	291.47	368.33	294.73	321.15	229.17	228.43	233.94	317.86
Cash Awards - \$5	\$501+	A conflict framework is made to the property of the confliction of			· · · · · · · · · · · · · · · · · · ·	1	/ · · · · · · · · · · · · · · · · · · ·					The first control of the control of		\$ 4,440 miles   1,000 miles
Total Cash #	11,352	2 10,265	273	653	161	38	17	91	29	00	26	s	18	4
and over	100.009%	90.42%	02.40%	05.75%	01.42%	00.33%	00.15%	00.14%	00.26%	00.07%	00:23%	00.04%	%91:00	00.04%
Total Amount	17,205,153	153 15,671,758	421,363	926,755	185,277	38,877	18,515	21,440	37,774	8,247	32,776	4,000	19,448	4,200
Average Amount	1,515.61	61 1,526.72	1,543,45	1,419.23	1,150,79	1,023.08	1,089.12	1,340.00	1,302.55	1,030.88	1,260.62	800,00	1,080:44	1,050.00
Quality Step Increases (QSIs)	eases (QS	Is)				*		P	المراجع سيدي والمراجع	ar rady diabat a francisco de la constante de	ans, and, and and and a specific and a stranger of a specific of a speci	de en elle fra Kallaman e James I vanlant om elle en el	de la transferior de la transferio de diamento de comencia de la comencia del la comencia de la comencia del la comencia de la comencia del la comencia de la comencia de la comencia de la comencia del la comenc	framme des desart de side esta esta esta esta desta de esta de esta esta en esta de esta en esta de esta en es
Total QSIs #	546	483	22	37	**************************************		0		Ò	0	0	0	Ħ	2
	100.00%	9% 88,469%	04.03%	.06.78%	00,73%	2600.00	%00°00	981.00	9600.00	%00.00	%00:00	9600.00	.00:18%	00.37%
Total Benefit	* *	*	*	*	***************************************	**	***	***	***	m manda a san manga panganagan	A A A A	***	***************************************	****
Average Benefit	* *	***	*	* * *	*	*	*	*	***	*	*	**	***	*

Secondary Criteria: None

Location Criteria: All Locations

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

\*\*\* This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2006

		TOTAL		Total by Disability Status	ability Sta	tus				Detail fo	or Targeted	Detail for Targeted Disabilities			
			[05] No Disability	[05] No [01] Not [06-94] Disability Identified Disability	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	1,735	1,505	63	137	30	6	2	2	'n	0	\$	-	4	2
	8	% 100.00% 86.74%	86.74%	03.63%	07.90%	01.73%	00.52%	00.12%	00.12%	00.29%	%00'00	00,29%	%90.00	00.23%	.00.12%
Involuntary	#	166	141	9	16		0	• <del>• •</del>	0	0	0	2	0	0	0
	8	100.00%	100.00% 84,94%	03.61%	09.64%	01.81%	%00:00	9609'00	%00:00	%00.00	%00°00	01.20%	%00.00	%(II) (II)	%adb 00
Total	#	1,942	1,681	72	156	88	6	e e	2	ស	0	7		4	
	%	100.00%	100.00% 86.55%	03.71%	96:03%	9602'10	00.46%	00,15%	%01.00	00.26%	%00.00	00.36%	%50.00	00.21%	
Total Work Force	#	20,825	18,464	520	1,430	412	110	30	26	09	21	53	42	55	41
	૪	% 100.00% 88.66%	88.66%	02.50%	06.87%	01.97%	00.53%	00.14%	00,12%	00.29%	%01.00	00.25%	00:20%	00.26%	.00.07%

Secondary Criteria: None

Appointment Type Criteria: Permanent

Data from: 09/30/2006 Printed on: 01/29/07

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.